

8-3-2003

Resist Board Meeting, Aug. 3, 2003

Resist

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a call to

RESIST

illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144
(617) 623-5110 / www.resistinc.org

Board of Directors

Nikhil Aziz
Robin Carton
Pam Chamberlain
Ty dePass
Leila Farsakh
Becca Howes-Mischel
Kay Mathew
Marc S. Miller
Henry Rosemont, Jr.
Carol Schachet
Abby Scher

Board Meeting - - 10:30 a.m.

Place: Resist Office

**259 Elm Street, #201
Somerville, MA 02144
617/623-5110**

Dear Board member:

For this meeting, we have 31 requests to consider which means we'll have \$68,200 for grants (\$2,200 x 31).

Please remember the Maximum grants will be \$3,000; Partial grants will be between \$500-3,000; and Emergency grants will be \$300.

Board of Advisors

Frank Brodhead
Bell Chevigny
Noam Chomsky*

Kate Cloud
Tess Ewing
Morm Fruchter
Renae Gray
Frank Joyce
Hans Koning*
Paul Lauter*
June Lee
Penn Loh

Amanda Matos-González

Richard Ohmann*

Wayne O'Neil*

Carlos Otero

Grace Paley

Roxanna Pastor

Merble Reagon

Cheryl Smith

Amy Swerdlow

George Vickers

Nancy Wechsler

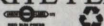
Fran White

** founding members*

AGENDA

- | | |
|--|-------------|
| 1. Meet, eat, greet | 10:30-10:40 |
| 2. Agenda review | 10:40-10:45 |
| 3. Welcome the new folks | 10:45-10:55 |
| 4. Approve (or not) minutes of June 2003 board meeting | 10:55-11:00 |
| 5. Grant allocations | 11:00-1:00 |
| 6. Review/reflection on grant allocations | 1:00-1:05 |
| 7. Lunch by Ty and Pam | 1:05-1:40 |
| 8. Committee Reports (max. 5 minutes each): | 1:40-2:30 |
| - Staff | |
| - Hiring | |
| - Board Development | |
| - Personnel | |
| - Fundraising | |
| - Finance | |
| - Communications | |
| - Grants | |
| - Executive Committee | |
| 9. By-laws | 2:30-2:50 |
| 10. Spanish translation of grant application | 2:50-3:00 |
| 11. Committee | 3:00-3:10 |
| - membership | |
| - review and discussion of role of committee chairs | |
| 12. Program/Political Discussion | 3:10-4:30 |
| - retreat discussion | |
| - Board responsibilities and territory | |
| 13. Meeting review/reflection/evaluation. | |
- ADJOURN BOARD MEETING

IF YOU HAVE ANY SUGGESTIONS FOR REFERENCES- PLEASE CALL, FAX, E-MAIL OR MAIL THEM ASAP. DON'T WAIT UNTIL THE MEETING TO FIND OUT IF YOUR FAVORITE PERSON WAS CONTACTED!



DRAFT

Resist Board Meeting - June 1, 2003

Present: Nikhil Aziz, Robin Carton, Pam Chamberlain, Ty dePass (minutes), Becca Howes-Mischel (chair), Marc Miller, Abby Scher.

I. Approve minutes of April 2003 Board meeting

The April 2003 Minutes were unanimously approved.

II. Grant allocations

III. Hiring

Out of an initial 250 applications, 5 were chosen as possible candidates for interviews (one dropped out, leaving us with 4 applicants for initial interviews). After interviews, these 4 candidates were narrowed down to 2: Minda Hickey and Yafreisy Mejia. Our first choice is Yafreisy but if she turns down the offer would propose offering the job to Minda pending references. Minda's references are currently pending.

The Board voted unanimously to approve the Hiring Committee's proposal of hiring Yafeisy.

Both applicants were raised through RESIST's network of grantees. The offer was made 6/2 and the start date is 7/1. The payscale is \$34-\$40,000, and Marc will contact Yafreisy and negotiate an offer of \$35-\$37,000.

IV. Potential new board members

The Board Development Committee interviewed 3 Board candidates:

- Cynthia Barger: As a fundraising consultant, she could potentially help develop fundraising materials for grantees.

- Kendra Hoyt: Kendra does youth-related organizing work and engaged with the last war around younger generation organizing.

- Regina Dyton: Regina has a history with RESIST activism through service and community engagement. Her focus is GLBT, AIDS, and health.

The Board voted to approve all candidates. They will be brought in at the August Board Meeting.

Carol will do a follow-up with candidates. Board mentorship will be done through local contacts with Pam, Mark, and Nikhil (pending).

V. Staff evaluations

There is basic agreement on the document (which will now be filed with the appropriate personnel files), with the following revisions:

- Discussion of Robin's technical assistance role with a broader organizational question on the content, source, and scope of technical assistance (including the possibilities of a role for individual board members and a peer-group of grantee expertise via listserv).

- That guidelines for self-evaluation and mutual evaluation are developed with an eye toward

diagnostics and team building.

-Clarify roles/ division of labor for new staffers.

VI. Staff raises or bonuses

The Board decided to award a \$500 bonus to all staff members.

VII. Committee Reports

Staff: Carol distributed a report on her recent activities, upcoming *Newsletter* issues and an evaluation of the most recent funding appeals.

There are around 65 grants for the August cycle. Robin is talking with the Boston Women's Fund talked about co-sponsoring a technical-assistance seminar (one-day, Northeast wide?).

Pam volunteered to present on cross-issue initiatives. Recent interns have been working to put together a technical assistance document which will be posted on the webpage when finished.

On-going role in a Media Funders collaboration- Resist has one seat on the Steering Committee, which Board members are welcome to fill to represent Resist.

Board development: Need to assess any out-of-state needs in the candidate pool.

Fundraising: See Carol's report.

Finance: The audit is completed. The extraordinary staff effort in the production of this audit should be noted. In a post-Enron audit climate, rigor is increased, however, anti terror restrictions and harassment are not evident so far.

The Quarterly financial narrative (January - April 2003) was presented. See enclosed Investment policy and financial management training are pending.

Grants: There are two new application forms proposed, one for multi-year and the other for emergency applications. **The Board voted to approve both new grant application forms.** Evaluation of the new application forms is underway.

VIII. Personnel Policy

There are two addendums: first, the committee should have at least 3 board members and second, evaluations may serve as the basis for job actions.

Adoption of the Personnel Policy with these amendments was unanimous.

IX. Program/Political Discussion

We discussed the idea of a vision statement, which would be a long term cross-issue analysis of movement building. The vision statement would help clarify RESIST's analysis of the demands facing the movement as well as RESIST's role in helping meet these demands. There also must be feedback from grantees on movement building demands and RESIST has a role in this.

We took a step back, and discussed how to move towards building a 'movement' versus building 'movements'.

The idea of a retreat for the fall was discussed. A potential topic for in-depth discussion would be the sense of the political moment and what it means for our programs, i.e. what challenges it presents in the ways we do our work.

Possibly run a *Newsletter* piece by grantees on how to strategically work and think cross-issue, with emphasis on how to push your work (organizing with a view toward movement building)- pick the

D&A-1

best, most sophisticated grantees.

The Grants Committee is thinking about ways of enabling grantees to get to existing opportunities for organizational development and regional networking. The issue of visibility for Resist was discussed in this context.

One possibility- at the National Organizer's Alliance summit, convene a RESIST contingent with grantees. Another way to increase visibility is to go to naturally-occurring networks of organizing with grantees to convene RESIST gatherings and caucuses, thereby building off of existing structures.

Other topics discussed included: What is special about what RESIST brings? (We bring a network of grantees.) How can we best use our assets? How can we invigorate what we want to invigorate in political organizing?

We talked about the process of group thinking about the value of a mission statement. Our vision manifests in making funding decisions that respond to the need for social change. What does it mean for this vision to be a vision of opposition given that most social movements currently are conservative?

We talked about what it means to be a radical foundation when there is no liberal counterbalance, and a possible renewed importance of electoral politics.

Staff time could be used to do a presentation on a panel, writing about Resist programs, and pushing other foundations. One topic for a retreat could be: Is this the moment to do better, do more, or do differently?

We talked about the name 'RESIST', and what it takes to engage in long-term thinking beyond the political moment. What are RESIST's assets and what is the best use of them? We are at the end of long-range planning process and our 5-year vision of the organization is obscure. To correct this, we need to develop a list of questions and consult with colleagues.

The next steps are as follows:

- To clarify that in many ways the discussion is going back to the beginning of the long-range process.
- Resist has been responding over the last two years to internal structural changes and considered grantmaking.
- To energize ourselves.
- To bring new people into the process.

The August discussion will center on planning a retreat and pushing this discussion further

Ty and Pam will bring lunch to the August Meeting.

Board Committee Minutes
April 2003 Board Packet

Enclosed:

Board Development Committee:

Communications Committee:

Executive Committee: 6/23/03

Finance Committee:

Fundraising Committee:

Grant Committee:

Personnel Committee:

Staff Meetings:

Pending:

Board Development Committee: Meets 7/24/03

Executive/Long-Range Planning Committee Agenda, June 23, 2003

1. Program/Political Discussion

Prepare for August board meeting discussion at continuing from June.

Program/political discussion at August board meeting will center on planning a retreat and pushing discussion further.

THINGS TO THINK ABOUT IN AUGUST INCLUDE:

- Clarity on what we are doing and what the goal is for the process: thinking about the long-term, increasing our networking, wrapping up current long-range planning process, incorporating new board members into the work of Resist
- What committees need to do to prepare for the retreat
- When to have the retreat: Ex. Comm. thought the December board meeting might make sense
- Ideas on what should happen at the retreat
- Do we want outside presentations and, if so, what? (e.g., a speaker on right-wing organizing, a speaker on using the internet, etc.)
- Need clear charge from board on what the committee planning the retreat should do and what the retreat should be about
- Need to decide who plans the retreat: Executive/Long-Range Planning Committee or an ad hoc retreat committee.

2. Status of Other "Next Steps" emerging from Program/Political Discussions:

Most of this will relate to the retreat.

- Networking
Had been part of conference discussion. **Finance** to look at prioritizing Staff Travel in Budget process to facilitate and systematize networking beyond local funding community. **Board Development** to consider strategic outreach to potential new Board members based on their connections to

specific networks. **Board Development** to consider sending Board members to specific events to increase Board networking. **Executive Committee** to consider ways in which Resist might network outside funding community, balancing the time and money required.

- Review Web/newsletter content and function. Consider ways to use the Web site as an organizing center. **Communication Committee** to discuss
- Consider reactivating Resist Speakers Bureau. **Board Development decided not a priority for now**, but all board members encouraged to represent and speak about Resist. Encourage Resist board members to participate in more meetings to network.
- Consider an e-newsletter. **Communications** to discuss
- Consider placing a priority on outreach to potential grantees on particular topics or in particular places. **Grants** to discuss
- Think about which funder collaboratives Resist should participate in. **Grants** to discuss
- Consider offering unsolicited grants to established groups to carry out crucial organizing. **On hold**
- Develop an endorsement policy to consider more direct connection to political actions. **Done.**
- Buy a building and create a physical community center to enable community organizing. (Consider a Planned Giving program where a rich donor leaves Resist a building.) **Fundraising** to discuss.
- Fund people to do specific projects. **On hold**
- Consider different forms of technical assistance, individualized trainings, or consultations. Connects to **Personnel** evaluation?
- Use Resist's network of experienced activists to do intensive organizing trainings with grantees. This may also be done in conjunction with existing training programs. ??

3. Long Range Planning Process

Organizational/staff Structure: On hold until we want/need to revisit the question

Remaining steps:

Three meetings (or topics) left to address, when we are ready:

- Board responsibilities and territory: **August**
- Fundraising: **Would follow changes in programming.**
- Wrap up. **Retreat.**

Wrap up would bring closure to this phase of long-range planning. Might return to original question: where we want to be as an organization in, say, five years in terms of size, budget, programs, staff structure, etc. Meeting would end with: 1) committee assignments; 2) assignment for producing a wrap-up document; 3) transfer of oversight for long-range planning to the Executive Committee.

4. Schedule next EC/LRPC meeting Didn't do. **Need to schedule for after August board meeting.**

5. Board Development Committee: Becca may chair if Ty leaves.

Intern to work on developing a 30-second speech board members can use to tell people about Resist (what we do, a few grantees to point to, etc.)

Intern to collect information relevant to making the advisory board active
No information on mentoring for new board members. They got information packets.

6. New board and staff members Anything we need to do to prepare for board meeting? Nothing beyond mentoring.

7. Personnel Committee Report Need to do exit interview with Becca ASAP. **Marc will call Hank to get him to pursue it.** If Hank can't, perhaps Kay.

8. Follow-up from staff evaluations Need to figure out which committees or other venues will consider these items:

- Increase sensitivity by non-staff board members about what it entails when they make requests of staff. Support staff in "pushing back" when information is requested, to ensure that all understand and agree with priorities, need, timing, impact on other work, etc. When needed, Executive Committee

can be called upon to help balance conflicting needs.

- Reaffirm the "job description" of committee chairs and do better at following up on that commitment OR revise the job description: **ON AGENDA FOR AUGUST**
- Review the number of committees on which each staff member serves. Review role of staff members on those committees.
- Remain aware of potential for miscommunication and mistrust and continue taking steps to prevent its becoming high again.
- All board members need to be cognizant of staff's busiest times, and the board as a whole should consider ways to help prepare for busy times, prevent too many deadlines arriving at the same time, and show patience in what we expect of our staff. Staff should make other board members aware of especially busy in the annual schedule.
- Consider schedule of annual raises based on seniority as well as cost of living. **PERSONNEL TO DISCUSS**
- Consider more formal policy for bonuses.
- Be aware of the T.A. Robin gives to applicants, affirm value of it, and consider including this in her job description and addressing its impact on staff tasks. **TOPIC FOR RETREAT.**
- Do Becca's exit interview ASAP because it could affect new person's job description.

9. Fundraising Committee: No news.

10. Finance Committee: **Board will get budget to review at October board meeting and will come up for a vote in December. Board training in finance may happen day after October meeting,** with budget as raw material for sessions. Investment policy still in the works

11. Grants Committee: Asked to get recommendations to board members a week earlier, if possible???

12. Communications Committee Needs to meet. Will ask Jean Smith if she wants to join. Suggested we do a press release with each grant cycle, or at least one soon to reflect our health--the need for Resist--when so many other nonprofits and foundations are struggling. We already do a boilerplate for grantees to use but we don't issue one ourselves.

13. Staff

Yafreisy starts 6/30, and Becca leaves the next week.

14. Indemnification insurance

Robin getting quotes.

15. Disability insurance

Robin will get quotes. Will try to bring to board after that to reaffirm our decision to get it.

16. By-laws

Ready for August board meeting

17. Loose Ends

Spanish translation: both for grant application and possibly for newsletter, Web site, etc. **GRANT APPLICATION ON AGENDA FOR AUGUST. COMM. COMM. TO DISCUSS THE REST.**

Board responsibility and territory: to be discussed at August board meeting as part of program/political discussion

18. August 3 board meeting

Probably at office due to August heat. Carol will talk with Ty, who offered his house. Proposed that Ty chair grants section, Robin taking minutes.

Proposed that Abby chair business. Marc will take minutes.

Carol will chair program discussion. Marc will take minutes.

Draft Agenda:

- Meet, eat, greet (10:30-10:40)
- Agenda review (10:40-10:45)
- Welcome the new folks (10:45-10:55)
- Approve (or not) minutes of June 2003 board meeting (10:55-11:00)
- Grant allocations (11:00-1:00)
- Review/reflection on grant allocations (1:00-1:05)
- Lunch by Ty and Pam (1:05-1:40)
- Committee Reports (**max. 5 minutes each**): staff, hiring, board development, personnel, fundraising, finance, communications, grants, LRPC, Executive Committee (1:40-2:30)
- By-laws (2:30-2:50)

- Spanish translation of grant application (2:50-3:00)
- Committee membership review and discussion of role of committee chairs (3:00-3:10)
- Program/Political Discussion: retreat discussion, Board responsibilities and territory (3:10-4:30)
- Meeting review/reflection/evaluation. Set date for next meeting.
- **ADJOURN BOARD MEETING**

19. Executive Committee Meeting Adjourned

**AUGUST 2003
GRANT REQUESTS AND PROXY**

Multi-Year

2nd Round

1. Prison and Jail Project **\$3,000**

P.O. Box 6749, Americus, GA 31709 John Cole Vodicka 912/928-2080

Funding for second round of multi-year general support for an organization which challenges the corrupt and racist criminal justice system in southwest Georgia.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

2. Project on Youth and Non-Military Opportunities (Project YANO) **\$3,000**

P.O. Box 230157, Encinitas, CA 92023 Rick Jahnkow 760/634-3604

Funding for second round of multi-year general support for organization engaged in counter-recruitment campaigns highlighting non-military alternatives for job training, education and community service.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

New

3. Center for Environmental Politics **\$3,000**

101 East Broadway, Suite 415, P.O. Box 9375, Missoula, MT 59807 Dan Funsch 406/543-6154

Funding for multi-year general support for organization that seeks to advance environmental values through citizen participation and political accountability projects.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Africa/Asia/International

4. PINTIG Cultural Group **\$3,000**

4750 N. Sheridan Road, #481, Chicago, IL 60640 Louie Pascasio 773-784-2207

Funding for general support of a Filipino American cultural organization which challenges community members to question their internalized values on racial, gender and class stereotyping using theater and its interactive processes.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Community Organizing/ Anti-Racism

5. Catholic Action Network for Social Justice

\$3,000

1077 Newstead Avenue, St. Louis, MO 63110 Jenny Truax 314/533-4114

Funding for general support for organization that provides a vehicle for Catholics and others of faith to work for social justice, with a focus on issues dealing with women and the poor.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

6. National Lawyers Guild- Massachusetts

\$3,000

14 Beacon Street, #407, Boston, MA 02108 Urzula Masny-Latos 617/227-7335

Funding for the 9-11 Project, which will document and publicize the detention of immigrants held after September 11 through work with the New England Immigration and Detainee Response Network.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

7. Union de Vecinos

\$3,000

P.O. Box 33164, Los Angeles, CA 90033 Leonardo Vilchis 323/261-6059

Funding for general support for program that hires and trains public housing residents and low-income residents to be organizers within their own communities to change the political, social, economic and environmental conditions where they live.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

8. Union of Minority Neighborhoods

\$3,000

2406 Washington Street, Roxbury, MA 02119 Horace Small 617/541-4111

Funding for general support of an organization working to increase civic participation among low-income people of color and their communities throughout Greater Boston

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

9. Vermont Anti-Racism Action Team (VARAT)

\$3,000

PO Box 714, Montpelier, VT 05602 Pajj Wadley-Baile 802/229-9910

Funding for general support for an organization which works with students, parents, teachers and community activists to oppose the dramatic increase in race based harassment in the Vermont public schools.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Economic Justice

10. Coalition Against Poverty

\$3,000

56 North Main Street, #403, Fall River, MA 02720 Melissa Correia 508/678-5497

Funding for the Stop the Cuts Organizing Initiative, which seeks to develop public support for raising tax revenues in order to stop state budget cuts.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

11. Southeast Welfare Activist Connection

\$3,000

3204 East Magnolia Avenue, Knoxville, TN 37914 Jay Mazon 865/523-8009

Funding for a welfare rights organization to create a five year strategic plan that will strengthen the organization and enable it to work on a regional level to influence welfare policy.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

12. Welfare Warriors

\$3,000

2711 W. Michigan, Milwaukee, WI 53208 Pat Gowens 414/342-6662

Funding for a multi-racial group of mothers in poverty creating a voice for low-income people in social and economic justice struggles to change welfare policy and practice.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Environmental

13. Environmental Community Organization (ECO)

\$3,000

515 Wyoming Avenue, Cincinnati, OH 45215 Christa Zielke 513/761-6140

Funding for an organizer to conduct a public education campaign targeting local residents that seeks to hold AK Steel accountable for pollution in the area.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Gay/Lesbian/Bisexual/Transexual

14. Lambda Community Center

\$1,300

147 West Oak Street, Suite 8, Fort Collins, CO 80524 Lynn Alldrin 970/221-3247

Funding for an outreach project to communities of color in the Fort Collins and Greeley areas by an organization which works to educate and empower lesbian, gay, bisexual and transgendered communities in northern Colorado and southern Wyoming.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

15. Love Makes a Family, Inc.

\$3,000

P.O. Box 5163, Portland, OR 97208 Bonnie Tinker 503/228-3892

Funding for the Public Voice for Peace Program which seeks to develop linkages between queer and peace activists for cross-issue organizing campaigns.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

16. Mountain Pride Media

\$3,000

P.O. Box 1078, 39 Bridge Street, Richmond, VT 05477 Roland Palmer 802/434-6486

Funding for the Non-Profit Media Access Project, whereby ad space is underwritten for local non-profits in Out in the Mountains newspaper.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

17. Project 100/The Hartford Community Center

\$3,000

1841 Broad Street, Hartford, CT 061144 Regina Dyton 860/724-5542

Funding for the "FACE-OFF" project, which seeks to organize lgbtq students to change the discriminatory practices of administrators on the Hartford Board of Education.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Health/AIDS/Disability

18. AIDS Policy Project

\$2,815

226 West Rittenhouse Square, #615A, Philadelphia, PA 19130 Katie Krauss 215/545-3104

Funding for a public education campaign that will pressure the Bush Administration to provide more money to the Global Fund to Fight AIDS.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Media/Culture

19. Activist San Diego

\$3,000

4581 Alhambra Street, San Diego, CA 92107 Martin Eder 619/226-3330

Funding for general support for group that seeks to strengthen cyber-activism through a weekly e-Newsletter and youth leadership programs.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐
Comments:

20. Media Tank

\$3,000

100 South Broad Street, Suite 1318, Philadelphia, PA 19110 Inja Coates 215/563-1100

Funding for general support for an organization focused on empowering communities through media literacy.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐
Comments:

21. Toward Freedom

\$3,000

P.O. Box 468, Burlington, VT 05402-0468 Greg Guma 802/657-3733

Funding for the Independent Media Convergence Project which brings together activists, advocates and progressive media workers, providing them with opportunities to share experiences and develop a sustainable movement for media democracy.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐
Comments:

Peace/Anti-Militarism

22. Women's International League for Peace and Freedom (WILPF)- Central

\$3,000

44 Deerfield Drive, Montpelier, VT 05602 Renée Carpenter 802/229-9918

Funding for general support of an organization working for peace, in opposition to militarism and towards social and economic justice.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐
Comments:

Prisoners

23. Florida Prisoners' Legal Aid Organization, Inc.

\$3,000

15232 E. Colonial Drive, Orlando, FL 32828 Theresa Burns-Posey 407/568-0200

Funding to purchase a construction-site form of office space for group that seeks to act as a check on the Florida prison system and organizes families to work for prison reform.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

24. Ohioans to Stop Execution

\$3,000

9 East Long Street, #201, Columbus, OH 43215 Jana Schroeder 614/224-7147

Funding for "Journey of Hope- from Violence to Healing" which will mobilize communities across Ohio to oppose the death penalty.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Women

25. Appalachian Women's Alliance

\$3,000

PO Box 688, Floyd, VA 24091 Meredith Dean 540/745-5345

Funding for general support for a multi-ethnic women's organization that organizes communities across Appalachia for social justice.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

26. NARAL- Wyoming

\$3,000

P.O. Box 271, Laramie, WY 82073 Sharon Breitweiser 307/742-9189

Funding for general support for an organization working to improve access to reproductive health care in Wyoming.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Youth

27. 3rd EyE Youth Empowerment

\$3,000

800 Purchase Street, Box 16, New Bedford, MA 02740 Ben Gilbarg 508/910-2260

Funding to distribute *Truth, Peace and Hip Hop*, a youth produced video which features anti-war performances, coverage of peace rallies and music videos which seeks to educate people about the U.S. military industrial complex.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

28. Centro Community Service Organization

\$3,000

511 Echandia St., Los Angeles, CA 90033 Carlos Montes 323/221-4000

Funding for campaign which seeks to organize students and parents to oppose overcrowded schools, school-based military recruitment, and other issues that affect them.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

29. Coalition for Asian Pacific American Youth (CAPAY)

\$3,000

c/o Asian American Studies Program, UMass Boston, 100 Morrissey Blvd, Boston, MA 02125

Sophia Kim 617/287-5658

Funding for general support for an organization engaged political education programs for APA youth that raise awareness of social justice issues, including an analysis of systems of oppression manifested through globalization and the prison industrial complex.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

30. No End Run Committee

\$3,000

610 SW Alder, #1021, Portland, OR 97205 Larry Tuttle 503/221-1683

Funding for the Opt Out Project, which organizes students and parents to oppose the No Child Left Behind Act's requirement that school districts report names of students to military recruiters.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

31. Ventura County Arts for Action

\$2,000

2021 Sperry Avenue, #18, Ventura, CA 93003 Michael Shuman 805/658-0810

Funding for an organizing effort by a multi-racial, mixed income collective of youth, artists and activists which seeks to engage local youth in economic and social justice projects impacting their communities.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Total Number of Requests 28 regular grants; 3 multi-year grants; 0 emergency grants; 0 loans;
26 not on agenda
Total Amount Requested: \$
Total Allocation for Cycle: \$
Total Grants: \$ regular grants; \$ multi-year grants; \$ emergency grants
Total Loans: \$0
Total Allocated: \$
Total # of Grants Allocated: regular grants; multi-year grants; emergency grants
Total # of Loans Allocated: 0
Total # of Grants and Loans:

NOT ON AGENDA

1. ACORN- Kansas City

3931 Main Street, 2nd Floor, Kansas City, MO 64111 Andrew Ginsberg 816/931-6611
Funding for the Neighborhood Organizing Project, which seeks to form five new neighborhood chapters in an effort to expand board membership.

Reason: Most of their projects are community service-based. Same proposal was rejected 4/03, and organization is still white-staffed working in communities of color. Refuse to take a position on reproductive rights or glbt rights.

2. Action for Social And Ecological Justice

19 Church Street, #10, Burlington, VT 05402 Anne Petermann 802/863-0571
Funding for an emergency grant to send a representative to protest at a meeting of the agricultural ministers of WTO nations where they will be discussing transnational agribusiness and the uses of biotechnology.

Reason: Not an emergency.

3. Alliance for Mental Health Consumers Rights

4119 Medical Drive #D 301, San Antonio, TX 78229 Frank Valdez 210/615-0820
Funding for organization that advocates for the rights of mental health consumers.

Reason: Mostly service-related, with some organizing. Narrow political vision and goals.

4. American Friends Service Committee- MI

1414 Hill Street, Ann Arbor, MI 48104 Penny Ryder 734/761-8283
Funding for a brochure on written grievance procedures to be used in Michigan prisons.

Reason: Project is service-based, almost all-white leadership working in prisons where 65% are people of color. Program is part of AFSC MI, whose budget is too big \$225,000.

5. Autonomous Media Center

249 East Kelso Street, Tucson, AZ 85705 Sonya Diehn 520/628-8720
Funding for a gathering to be held in November that will offer independent media workshops and extend the group's cross-border organizing efforts.

Reason: Limited collaboration with other groups; narrow vision.

6. Beehive Design Collective

3 Elm Street, Machias, ME 04654 Kehben Grier 207/255-6737
Funding for the printing of anti-globalization educational graphics that will be distributed to solidarity groups in Honduras, Mexico, Nicaragua, and elsewhere.

Reason: Inaccessible graphics, and no clear organizing plan linked to distribution.

7. Cascadia Summer

P.O. Box 11122, Eugene, OR 97440 Meera Subramanian 541/684-8977
Funding for a coalition-based short-term campaign that seeks to focus attention in the Northwest US on the environmental decimation of the Cascadia Forest region.

Reason: No ongoing plans. No steps to increase diversity.

8. Center for Immigrant Resources and Community Arts

800 South Wells, #1449, Chicago, IL 60607 Angela Mascarenas 312/588-1108
Funding for the Youth Empowerment Project, which uses dramatic workshops and discussions to explore issues in the Filipino American community.

Reason: Very little organizing or collaboration. No ongoing work

9. Congregational Action to Lift with Love

1611 Peach Street #450, Erie, PA 16501 Pete da Silva 814/456-6189

Funding for organization which seeks to connect economic and racial inequalities in the Erie region.

Reason: Very few details about their work and process.

10. Kensington Welfare Rights Union

P.O. Box 50678, Philadelphia, PA 19132 Sara Forgione 215/203-1945

Funding for organization that organizes welfare recipients, homeless families, and the working poor toward a movement to end poverty.

Reason: Budget used to be too big. Unclear reasons why it's now within our guidelines. Answer to #10 isn't complete. No activist references. Problematic for an organization working on economic justice issues to not pay a living wage.

11. Lesbian and Gay Chorus of Washington, D.C.

P.O. Box 65285, Washington, DC 20035 Jill Strachan 202/546-1549

Funding for complimentary ticket program for people living with HIV/AIDS and cancer, lgbt youth, and others without access to the Chorus.

Reason: Complimentary ticket program--no organizing.

12. Myth Media

814 Southeast 30th, Portland, OR 97214 Peter Bauer 503/236-2869

Funding for monthly showing of local, independent video and film.

Reason: Video ceremony and gatherings, no organizing.

13. North Carolina Anti-Racist Organizers' Gathering

1500 A James, Durham, NC 27707 Bree Carlson 510/967-1435

Funding for statewide conference organized to strengthen already-existing anti-racism projects throughout North Carolina.

Reason: Grant to pay for trainings by the sponsoring group, but little connection to groups in North Carolina. No clear plans or goals for who will attend or content of gathering. Diversity grid numbers don't add up. Come back after conference is over for next steps.

14. North Carolina Committee to Defend Health Care

1815 MLK Parkway #2, Suite #2, PMB #142, Durham, NC 27707 Dennis Lazof 919/402-0133

Funding for stipend for summer intern who will help network the 68 groups that have signed the organization's "Right to Health Care" bill.

Reason: Request for funding for a summer intern. Decision will be made after the internship is over. Organization is lacking in diversity, see answer to Question 10/11. Come back for another project.

15. North West Resistance Against Genetic Engineering

P.O. Box 15289, Portland, OR 97293 Mark DesMartes 503/239-6841

Funding for an emergency grant to send a representative to protest at a meeting of the agricultural ministers of WTO nations where they will be discussing transnational agribusiness and the uses of biotechnology.

Reason: Not an emergency.

16. Northeast Ohio Aid

P.O. Box 27376, Cleveland, OH 44127 Deb 216/741-8541

Funding for the purchase of a video camera that will be used to document police actions at rallies and other actions.

Reason: Very new group. Mostly service-oriented ideas. No concrete goals or outcomes. Group isn't diverse.

17. Pandora's Box Productions

1546 Great Highway #44, San Francisco, CA 94122 Sheila Ganz 415/564-3691

Funding for screenings of the documentary "Unlocking the Heart of Adoption," which seeks to organize for legislation giving adoptees unconditional access to their original birth certificates.

Reason: Screening of documentary, with no indication of who is doing the follow-up organizing work. No specific plans for outreach and collaboration. Wording indicates an individual applying, not an organization. Suggest Bastard Nation apply instead.

18. Pathways to Peace

P.O. Box 1057, Larkspur, CA 94977 Pascale Macleod 415/461-0500

Funding for salary of staff of the group's United Nations Steering Committee, which seeks to call attention to the International Day of Peace.

Reason: Focus is on recognition of UN International Day of Peace. No organizing. No clear goals, and answer to Question 9 is ambivalent.

19. Pax Educare: The Connecticut Center for Peace Education

155 Wyllys Street, Hartford, CT 06106 Mary Lee Morrison 860/930-3182

Funding for newly formed peace organization which seeks to connect youth with community leaders for nonviolence, human rights, and cultural trainings.

Reason: Traditional youth violence prevention approach, but no diversity. No plans for organizing.

20. Peace Economy Project

438 N. Skinker Blvd, St. Louis, MO 63130 Catherine Marquis-Homeyer 314/726-6406

Funding for two regional conferences focusing on weapons in space and foreign arms trade, with the goal of organizing Mid-Westerners on these issues.

Reason: No real ongoing work or specifics about with whom they're collaborating. No analysis of reproductive rights or disability rights. Not clear whom they're mobilizing. Come back after conference is over for next steps.

21. Progressive Options

715 Southwest Hurbert Street, Suite D, Newport, OR 97365 Rhonda Walker 541/574-0384

Funding for a survey of local homeless that will determine the scope and needs of this population, which is growing due to rising levels of unemployment and poverty.

Reason: Social service-based. \$50,000 of mainstream grants. No broad political vision. Budget doesn't match grant data.

22. Students United for a Responsible Global Environment

P.O. Box 1188, Chapel Hill, NC 27514 Dennis Markatos 919/843-6548

Funding for a conference in October, which will organize students and older activists on peace and environmental issues.

Reason: No clear organizing plan, limited coalition work. No real approach to promoting organizational diversity.

23. Sweetwater Alliance

P.O. Box 3100, Duluth, MN 55803 Jill Jacoby 218/724-9786

Funding for the Duluth Bayfront Living Water Garden, which will call attention to the connections between water quality and urban development.

Reason: Not a Resist priority. No organizing involved. No positions on Question 10/11

24. Tallahassee Equality Action Ministry

P.O. Box 2433, Tallahassee, FL 32315 Tyrone Scorsone 850/224-2100

Funding for group which seeks to empower low income Tallahassans to lead the economic justice movement.

Reason: Vague organizing plan and vision, unclear goals. Does not take a political stance on reproductive rights, and doesn't answer Question 10/11 in a specific way.

25. Vermont Genetic Engineering Action Network (VT-GEAN)

38 State Street, Montpelier, VT 05602 Bayard Littlefield 802/223-0770

Funding for group that educates the public and trains local groups on genetically engineered seeds, with the ultimate goal of making Vermont a "GE free zone."

Reason: Very limited analysis and goals. Single-issue network. Refuse to take political positions because "don't want to alienate politically conservative farmers."

26. Virginians for Alternatives to the Death Penalty

PO Box 4804, Charlottesville, VA 22905 Jack Payden-Travers 434/960-7779

Funding for an issue of the group's newsletter that will focus on the juvenile death penalty, including a removable resource page.

Reason: No larger vision, no work across issues, no positions. No information on diversity of membership. Almost all active participants are white. All grant for one Newsletter issue.

Resist Board Meeting, August 3, 2003

Present: Abby, Robin, Kendra, Carol, Hank, Ty, Marc (minutes), Cynthia, Pam, Yafreisy, Kay

1. Agenda reordered so Carol, Abby, and Hank could stay to end of program discussion.
2. Welcomed new members
3. Approved minutes from prior board meeting.
4. Grant decisions: See accompanying document
5. Reflection on grants section of meeting:

Pam: felt rushed

Cynthia: Pleased

Yafreisy: Efficient. We should double-check assumptions (for example, about what people know or think)

Marc: Need to keep track of non-decision-related items for later discussions (Robin did on behalf of grants committee)

Ty: applicants statements around goals often are vague.

6. Lunch: Thanks to Ty and Pam for lunch. Yafreisy will prepare for next board meeting
7. Committee Reports:

A. STAFF: Carol: biggest task lately is transition. Yafreisy has adjusted well and rapidly and on schedule; Robin: Echoes Carol. Notes Becca left a "book" of guidance. Carol: Three interns (back-entering grants, helping on newsletter, misc. tasks). Yafreisy: "It's been a great month." Robin: Thanks to Ty for his work over the years.

B. HIRING: DISSOLVED!!!

C. BD. DEV.: See 7/24 committee minutes. Need more bodies and a chair with Ty's departure. Invites ideas for possible new members. Robin reports that Wenda Tai is interested. Intern researching advisory board concepts.

D. PERSONNEL: Marc will do Yafreisy's 1 and 3-month evaluations. Need to work out process for 6-month evaluation

E. FUNDRAISING: Lost consultant, so need replacements in the fall. Huge need on prospecting mailings.

F. FINANCE: Has not met lately. Handed out summary for period ending 6/30/03. Doing well.

G. COMMUNICATIONS: No report

H. GRANTS: Needs another member. Next mtg. will be in Sept. Kendra joined this committee.

I. EXECUTIVE:

Need interim clerk until next election; Marc suggested Robin; Approved.

Committee assignments: draft accepted with some changes and pending word from people not at meeting: see attached.

Committee chair roles: Need to review. Yes in principle that chairs should work to relieve staff load. All are non-staff.

8. Program/Political Discussion:

Carol reviewed long-range planning process to date and the emergence of the idea of a retreat.

All spoke on thinking about a retreat: should we? About what?

Hank: A good idea. Focus on politics. No outside facilitator. Look at vision for next 5 years. Do we want to do anything more or different? How to draw on Resist's prestige and longevity.

Ty: Need to get a consensus on the political moment. Resist a part of movement infrastructure and how to build that.

Marc: How to use Resist's "assets." To incorporate and use new members. Set priorities among ideas for new work. Set agenda for next stage of long-range planning.

Cynthia: All sounds good. Wants retreat to help her pick up things and contribute more. Political moment. Is there a movement and what is it? Discuss size of grants. Build movement infrastructure.

Pam. Yes, if there is political discussion on these issues and an examination of our commitment to growth. Are we still okay with incremental growth? Would like to see us being more influential. Have people write something ahead of time.

Yafeisy: Yes to all. What has Resist done and what will it do in terms of anti-racism training and other training for board and staff?

Abby: "I love retreats." Community building: bringing in new members. Reflecting on political moment and Resist's place within it. Resist's role in building movement infrastructure. Political discussion into unknowns.

Robin: Doesn't always like retreats but sees value. Community building and orienting us on who we are and where we are. Framing the political moment. Where we are and will be in five years (financially, etc.). Good time to bring it all back.

Kay: A good idea. All have been beneficial and positive. Esp. good this year with new members and setting out on next year. Logistical questions immediately come up. Look at more than incremental change. Examine priorities. Talk about what happened(s) to ideas over the last year like a conference, etc.

Kendra: "I like substantive retreats." Best for community building and understanding Resist and it's role in movement. She's developing views and would like meaty debates and views to challenge her.

Carol: No favorite thing but good for coalescing around bigger picture and where we fit in. What is the political moment? Mapping of what is going on out there and Resist's place in that. Possible outside presentation on what is out there.

Hank; Wants to see more talk on politics and how we differ from liberals. And other questions like that. To learn from one another.

Commonalties and Possible Themes for a Retreat:

- * Yes to a retreat.
- * Talk about political moment and Resist
- * Vision for Resist in five years
- * Exploring other ideas, new initiatives
- * Community building
- * Resource mapping (whether at retreat or in preparation). Abby and Pam volunteered to help Carol do this.
- * Hear from each other on this political moment. Learning from each other.
- * Opening up what we should be funding (might be a goal)
- * How the movement looks at us (see recent survey)

Consensus was for a one-day, plus prior evening retreat, with dinner and substantive something on the prior evening. In February. Might have readings. Retreat Committee to bring a draft plan to the board for discussion in October.

Committee: Kay (chair), Yafreisy, and Hank volunteered to participate if needed. Will ask Leila and Nikhil when they return.

8A: Board Responsibilities/Roles and Fundraising:

Long-Range Planning Committee will do a memo on what we have done on these AND on the whole process to bring to board in preparation for the retreat. Will do by December at latest but BETTER TO DO BY OCTOBER. Further discussion may follow retreat.

9. By-laws:

Draft was approved with two changes: Article 4: change "current" staff to "permanent" staff; Article 6: Change "executive Committee" to "Executive Committee or its delegate"

Robin will file revised by-laws with the state.

10. Spanish translation of grant application and associated needs.

Raised questions of resources, logistics, other languages, political vision, other translation things (newsletter, Web site).

Communication, Grants, and Retreat Committees will look at how to approach the issues.

11. Meeting Review/Reflection:

Do we want to continue to have different facilitators for different sections? Staff to remind food bringers by phone and say how many people will attend. Put "chair" sign in front of the chair.

**AUGUST 2003
GRANT DECISIONS**

Multi-Year

2nd Round

1. Prison and Jail Project

\$3,000

P.O. Box 6749, Americus, GA 31709 John Cole Vodicka 912/928-2080

Funding for second round of multi-year general support for an organization which challenges the corrupt and racist criminal justice system in southwest Georgia.

Decision: Full X Partial No Undecided Defer

Comments:

Look at answer regarding reproductive rights. Ask about this.

2. Project on Youth and Non-Military Opportunities (Project YANO)

\$3,000

P.O. Box 230157, Encinitas, CA 92023 Rick Jahnkow 760/634-3604 www.projectyano.org

Funding for second round of multi-year general support for organization engaged in counter-recruitment campaigns highlighting non-military alternatives for job training, education and community service.

Decision: Full X Partial No Undecided Defer

Comments:

New

3. Center for Environmental Politics

\$3,000

101 East Broadway, #415, P.O. Box 9375, Missoula, MT 59807 Dan Funsch 406/543-6154 www.cfep.org

Funding for multi-year general support for organization that seeks to advance environmental values through citizen participation and political accountability projects.

Decision: Full x Partial No Undecided Defer

Comments:

Ask about links to native American population in Montana

Africa/Asia/International

4. PINTIG Cultural Group

\$3,000

4750 N. Sheridan Road, #481, Chicago, IL 60640 Louie Pascasio 773-784-2207 www.pintig.org

Funding for general support of a Filipino American cultural organization which challenges community members to question their internalized values on racial, gender and class stereotyping using theater and its interactive processes.

Decision: Full X Partial No Undecided Defer

Comments:

Need to make explicit analysis of current issues in Philippines and how impacts work (US military presence, Muslim uprising). Good at addressing issues of the past- colonialism- need to demonstrate next steps.

Community Organizing/ Anti-Racism

5. Catholic Action Network for Social Justice

1077 Newstead Avenue, St. Louis, MO 63110 Jenny Truax 314/533-4114 www.catholicactionnetwork.org

Funding for general support for organization that provides a vehicle for Catholics and others of faith to work for social justice, with a focus on issues dealing with women and the poor.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐

Comments:

Important work, but still unable to take positions on reproductive rights and some other wedge issues.

References lukewarm. Access to other sources of funding.

6. National Lawyers Guild- Massachusetts

\$2,000

14 Beacon Street, #407, Boston, MA 02108 Urzula Masny-Latos 617/227-7335 www.nlgmass.org

Funding for the 9-11 Project, which will document and publicize the detention of immigrants held after September 11 through work with the New England Immigration and Detainee Response Network.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

Should be able to get more funds from colleagues. Getting better at how do their work.

7. Union de Vecinos

\$2,500

P.O. Box 33164, Los Angeles, CA 90033 Leonardo Vilchis 323/261-6059

Funding for general support for program that hires and trains public housing residents and low-income residents to be organizers within their own communities to change the political, social, economic and environmental conditions where they live.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

Contingent upon clarification of budget. Shows \$85,000 surplus. Seem to be great group doing housing organizing. Have a service component that brings people in and then builds them into an organizing base.

8. Union of Minority Neighborhoods

2406 Washington Street, Roxbury, MA 02119 Horace Small 617/541-4111

Funding for general support of an organization working to increase civic participation among low-income people of color and their communities throughout Greater Boston

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐

Comments:

Horace Small not from the local area. Came with an agenda and looked for way to implement it. No clear ongoing organizing mission. Picked budget cuts as way of developing an organizing agenda. Bring together heads of large organizations. No grassroots base. Patriarchal model. Model is top down. Not clear why another organization like this was needed. Getting money from large mainstream foundations.

9. Vermont Anti-Racism Action Team (VARAT)

PO Box 714, Montpelier, VT 05602 Paj Wadley-Baile 802/229-9910

Funding for general support for an organization which works with students, parents, teachers and community activists to oppose the dramatic increase in race based harassment in the Vermont public schools.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐

Comments:

Poor proposal. Unclear if a one person shop or an organization. No clear ongoing organizing.

Economic Justice

10. Coalition Against Poverty

56 North Main Street, #403, Fall River, MA 02720 Melissa Correia 508/678-5497

Funding for the Stop the Cuts Organizing Initiative, which seeks to develop public support for raising tax revenues in order to stop state budget cuts.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐

Comments:

Larger budget. Lukewarm references. One main leader. Turnover in the organization.

11. Southeast Welfare Activist Connection

3204 East Magnolia Avenue, Knoxville, TN 37914 Jay Mazon 865/523-8009 Jay8@icx.net

Funding for a welfare rights organization to create a five year strategic plan that will strengthen the organization and enable it to work on a regional level to influence welfare policy.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐

Comments:

Come back after conference is over. Resolve issues regarding fiscal sponsor.

12. Welfare Warriors

\$1,500

2711 W. Michigan, Milwaukee, WI 53208 Pat Gowens 414/342-6662 www.welfarewarriors.org

Funding for a multi-racial group of mothers in poverty creating a voice for low-income people in social and economic justice struggles to change welfare policy and practice.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

Environmental

13. Environmental Community Organization (ECO)

515 Wyoming Avenue, Cincinnati, OH 45215 Christa Zielke 513/761-6140 www.env-comm.org

Funding for an organizer to conduct a public education campaign targeting local residents that seeks to hold AK Steel accountable for pollution in the area.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐

Comments:

Anti-corporate but not anti-capitalist.

Gay/Lesbian/Bisexual/Transsexual

14. Lambda Community Center

147 West Oak Street, #8, Fort Collins, CO 80524 Lynn Alldrin 970/221-3247 www.lambdacenter.org
Funding for an outreach project to communities of color in the Fort Collins and Greeley areas by an organization which works to educate and empower lesbian, gay, bisexual and transgendered communities in northern Colorado and southern Wyoming.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐
Comments:

Need to see internal work first before engaging in outreach project. Diversify board, staff.

15. Love Makes a Family, Inc.

\$2,000

P.O. Box 5163, Portland, OR 97208 Bonnie Tinker 503/228-3892 www.LMFamily.org
Funding for the Public Voice for Peace Program which seeks to develop linkages between queer and peace activists for cross-issue organizing campaigns.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐
Comments:

Not clear if broader than Bonnie Tinker

16. Mountain Pride Media

P.O. Box 1078, 39 Bridge St, Richmond, VT 05477 Roland Palmer 802/434-6486
www.mountainpridemedias.org

Funding for the Non-Profit Media Access Project, whereby ad space is underwritten for local non-profits in Out in the Mountains newspaper.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐
Comments:

No clear organizing campaign affiliated. No discussion of how act as support to GLBT movement in Vermont.

17. Project 100/The Hartford Community Center

Defer

1841 Broad Street, Hartford, CT 061144 Regina Dyton 860/724-5542 www.project100htfd.com
Funding for the "FACE-OFF" project, which seeks to organize lgbtq students to change the discriminatory practices of administrators on the Hartford Board of Education.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☒
Comments:

Address non-middle class LGBT people. Not many models that do that and can go beyond service. Bring people in to the space. Vision evolving slowly toward social justice. Defer to October. Ask about Diversity Committee and how they will conduct outreach.

Health/AIDS/Disability

18. AIDS Policy Project

226 West Rittenhouse Square, #615A, Philadelphia, PA 19130 Katie Krauss 215/545-3104
www.aidspolicyproject.org

Funding for a public education campaign that will pressure the Bush Administration to provide more money to the Global Fund to Fight AIDS.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐

Comments:

Religious Right is driving international HIV/AIDS policy. No analysis of that in proposal. References are a problem. Spin off from Health Gap in Philadelphia. Idea of doing AIDS work in China without strong community links is problem. Refer them to Hank Rosemont.

Media/Culture

19. Activist San Diego

\$2,000

4581 Alhambra Street, San Diego, CA 92107 Martin Eder 619/226-3330 www.activistsandiego.org
Funding for general support for group that seeks to strengthen cyber-activism through a weekly e-Newsletter and youth leadership programs.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

Seems useful to people locally. Not exciting.

20. Media Tank

100 South Broad Street, #1318, Philadelphia, PA 19110 Inja Coates 215/563-1100 www.mediatank.org
Funding for general support for an organization focused on empowering communities through media literacy.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐

Comments:

Very white. Unclear how will bring in people of color. No long term perspective on media advocacy or youth initiatives (answer re: first time ever used media in this fashion ...)

21. Toward Freedom

\$1,500

P.O. Box 468, Burlington, VT 05402-0468 Greg Guma 802/657-3733 www.TowardFreedom.com
Funding for the Independent Media Convergence Project which brings together activists, advocates and progressive media workers, providing them with opportunities to share experiences and develop a sustainable movement for media democracy.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

Have staying power. Seem to do good work. Had a surplus last year. Strong board of Advisors- why not raise more money from them? Have issues with diversity.

Peace/Anti-Militarism

22. Women's International League for Peace and Freedom (WILPF)- Central Vermont \$2,000

44 Deerfield Drive, Montpelier, VT 05602 Renée Carpenter 802/229-9918

Funding for general support of an organization working for peace, in opposition to militarism and towards social and economic justice.

Decision: Full ☐ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Prisoners

23. Florida Prisoners' Legal Aid Organization, Inc.

15232 E. Colonial Drive, Orlando, FL 32828 Theresa Burns-Posey 407/568-0200 www.flplao.org

Funding to purchase a construction-site form of office space for group that seeks to act as a check on the Florida prison system and organizes families to work for prison reform.

Decision: Full ☐ Partial ☐ No ☒ Undecided ☐ Defer ☐

Comments:

No analysis of restoration of political/voting rights for ex-offenders. Surprising given issue in 2000 elections. Seems almost all service. Not clear if have a broad vision.

24. Ohioans to Stop Execution

\$2,000

9 East Long Street, #201, Columbus, OH 43215 Jana Schroeder 614/224-7147 www.otse.org

Funding for "Journey of Hope- from Violence to Healing" which will mobilize communities across Ohio to oppose the death penalty.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

Seem single issue. References say work cross-issue. No position on reproductive rights. Catholic Church a major player for them. Need information on how planning to diversify. Might be a *Newsletter* article after Journey is finished.

Women

25. Appalachian Women's Alliance

\$3,000

PO Box 688, Floyd, VA 24091 Meredith Dean 540/745-5345 www.appalachianwomen.org

Funding for general support for a multi-ethnic women's organization that organizes communities across Appalachia for social justice.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Suggest apply for a multi-year grant next time. **Ken Hale Tribute Grant.**

26. NARAL- Wyoming

\$1,500

P.O. Box 271, Laramie, WY 82073 Sharon Breitweiser 307/742-9189

Funding for general support for an organization working to improve access to reproductive health care in Wyoming.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

Youth

27. 3rd EyE Youth Empowerment

\$3,000

800 Purchase Street, Box 16, New Bedford, MA 02740 Ben Gilbarg 508/910-2260

Funding for general support of a youth activist organization which builds skills and leadership and inspires awareness and social justice activism in its community.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Change to general support. Events have been quite good. Kendra and Kay have heard good things about them. Bring in a wide range of people from across the state. Have gotten their videos on cable. Better to fund a youth coordinator who can organize and is not tied to distribution of the video.

28. Centro Community Service Organization

\$2,500

511 Echandia St., Los Angeles, CA 90033 Carlos Montes 323/221-4000 www.centrocso.org

Funding for campaign which seeks to organize students and parents to oppose overcrowded schools, school-based military recruitment, and other issues that affect them.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

29. Coalition for Asian Pacific American Youth (CAPAY)

\$2,000

c/o Asian American Studies Program, U Mass Boston, 100 Morrissey Blvd, Boston, MA 02125

Sophia Kim 617/287-5658 <http://fly.to/CAPAY>

Funding for general support for an organization engaged political education programs for APA youth that raise awareness of social justice issues, including an analysis of systems of oppression manifested through globalization and the prison industrial complex.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

Have been wrestling with class conflicts. Are engaged in organizing. Need to push them around what schools they are working in and how they articulate their cross-issue work. No one else is doing this in these communities.

30. No End Run Committee

\$3,000

610 SW Alder, #1021, Portland, OR 97205 Larry Tuttle 503/221-1683

Funding for the Opt Out Project, which organizes students and parents to oppose the No Child Left Behind Act's requirement that school districts report names of students to military recruiters.

Decision: Full ☒ Partial ☐ No ☐ Undecided ☐ Defer ☐

Comments:

Important project to counter military recruitment. For the most part, people know one organizer and not the organization. Worth it to take a chance given the issue.

31. Ventura County Arts for Action**\$1,500**

2021 Sperry Avenue, #18, Ventura, CA 93003 Michael Shuman 805/658-0810 www.artsforaction.org
Funding for an organizing effort by a multi-racial, mixed income collective of youth, artists and activists which seeks to engage local youth in economic and social justice projects impacting their communities.

Decision: Full ☐ Partial ☒ No ☐ Undecided ☐ Defer ☐

Comments:

Total Number of Requests 28 regular grants; 3 multi-year grants; 0 emergency grants; 0 loans;
27 not on agenda
Total Amount Requested: \$90,115
Total Allocation for Cycle: \$68,200
Total Grants: \$35,000 regular grants; \$9,000 multi-year grants; \$0 emergency grants
Total Loans: \$0
Total Allocated: \$44,000 (with one pending)
Total # of Grants Allocated: 16 regular grants; 3 multi-year grants; 0 emergency grants
Total # of Loans Allocated: 0
Total # of Grants and Loans: 19

Pending: Union de Vecinos (\$2,500) already included in totals

Ken Hale Grant: Appalachian Women's Alliance

NOT ON AGENDA

1. ACORN- Kansas City

3931 Main Street, 2nd Floor, Kansas City, MO 64111 Andrew Ginsberg 816/931-6611
Funding for the Neighborhood Organizing Project, which seeks to form five new neighborhood chapters in an effort to expand board membership.

Reason: Most of their projects are community service-based. Same proposal was rejected 4/03, and organization is still white-staffed working in communities of color. Refuse to take a position on reproductive rights or glbt rights.

2. Action for Social And Ecological Justice

19 Church Street, #10, Burlington, VT 05402 Anne Petermann 802/863-0571
Funding for an emergency grant to send a representative to protest at a meeting of the agricultural ministers of WTO nations where they will be discussing transnational agribusiness and the uses of biotechnology.

Reason: Not an emergency.

3. Alliance for Mental Health Consumers Rights

4119 Medical Drive #D 301, San Antonio, TX 78229 Frank Valdez 210/615-0820
Funding for organization that advocates for the rights of mental health consumers.

Reason: Mostly service-related, with some organizing. Narrow political vision and goals.

4. American Friends Service Committee- MI

1414 Hill Street, Ann Arbor, MI 48104 Penny Ryder 734/761-8283
Funding for a brochure on written grievance procedures to be used in Michigan prisons.

Reason: Project is service-based, almost all-white leadership working in prisons where 65% are people of color. Program is part of AFSC MI, whose budget is too big \$225,000.

5. Autonomous Media Center

249 East Kelso Street, Tucson, AZ 85705 Sonya Diehn 520/628-8720
Funding for a gathering to be held in November that will offer independent media workshops and extend the group's cross-border organizing efforts.

Reason: Limited collaboration with other groups; narrow vision.

6. Beehive Design Collective

3 Elm Street, Machias, ME 04654 Kehben Grier 207/255-6737
Funding for the printing of anti-globalization educational graphics that will be distributed to solidarity groups in Honduras, Mexico, Nicaragua, and elsewhere.

Reason: Inaccessible graphics, and no clear organizing plan linked to distribution.

7. Cascadia Summer

P.O. Box 11122, Eugene, OR 97440 Meera Subramanian 541/684-8977
Funding for a coalition-based short-term campaign that seeks to focus attention in the Northwest US on the environmental decimation of the Cascadia Forest region.

Reason: No ongoing plans. No steps to increase diversity.

8. Center for Immigrant Resources and Community Arts

800 South Wells, #1449, Chicago, IL 60607 Angela Mascarenas 312/588-1108
Funding for the Youth Empowerment Project, which uses dramatic workshops and discussions to explore issues in the Filipino American community.

Reason: Very little organizing or collaboration. No ongoing work

9. Congregational Action to Lift with Love

1611 Peach Street #450, Erie, PA 16501 Pete da Silva 814/456-6189

Funding for organization which seeks to connect economic and racial inequalities in the Erie region.

Reason: Very few details about their work and process.

10. Iconomedia

P.O. Box 716, Austin, TX, 78767 Stefan Wray 512/441-9454

Funding for an emergency grant for a weekend workshop on the weapons industry entitled *Weapons Check*.

Reason: Not an emergency. Planned for a while. Budget shortfall due to poor planning. Rejected twice before. Only two people. Poor reference.

11. Kensington Welfare Rights Union

P.O. Box 50678, Philadelphia, PA 19132 Sara Forgione 215/203-1945

Funding for organization that organizes welfare recipients, homeless families, and the working poor toward a movement to end poverty.

Reason: Budget used to be too big. Unclear reasons why it's now within our guidelines. Answer to #10 isn't complete. No activist references. Problematic for an organization working on economic justice issues to not pay a living wage.

12. Lesbian and Gay Chorus of Washington, D.C.

P.O. Box 65285, Washington, DC 20035 Jill Strachan 202/546-1549

Funding for complimentary ticket program for people living with HIV/AIDS and cancer, lgbt youth, and others without access to the Chorus.

Reason: Complimentary ticket program--no organizing.

13. Myth Media

814 Southeast 30th, Portland, OR 97214 Peter Bauer 503/236-2869

Funding for monthly showing of local, independent video and film.

Reason: Video ceremony and gatherings, no organizing.

14. North Carolina Anti-Racist Organizers' Gathering

1500 A James, Durham, NC 27707 Bree Carlson 510/967-1435

Funding for statewide conference organized to strengthen already-existing anti-racism projects throughout North Carolina.

Reason: Grant to pay for trainings by the sponsoring group, but little connection to groups in North Carolina. No clear plans or goals for who will attend or content of gathering. Diversity grid numbers don't add up. Come back after conference is over for next steps.

15. North Carolina Committee to Defend Health Care

1815 MLK Parkway #2, Suite #2, PMB #142, Durham, NC 27707 Dennis Lazof 919/402-0133

Funding for stipend for summer intern who will help network the 68 groups that have signed the organization's "Right to Health Care" bill.

Reason: Request for funding for a summer intern. Decision will be made after the internship is over. Organization is lacking in diversity, see answer to Question 10/11. Come back for another project.

16. North West Resistance Against Genetic Engineering

P.O. Box 15289, Portland, OR 97293 Mark DesMartes 503/239-6841

Funding for an emergency grant to send a representative to protest at a meeting of the agricultural ministers of WTO nations where they will be discussing transnational agribusiness and the uses of biotechnology.

Reason: Not an emergency.

17. Northeast Ohio Aid

P.O. Box 603176, Cleveland, OH 44103-0176 Deb 216/741-8541

Funding for the purchase of a video camera that will be used to document police actions at rallies and other actions.

Reason: Very new group. Mostly service-oriented ideas. No concrete goals or outcomes. Group isn't diverse.

18. Pandora's Box Productions

1546 Great Highway #44, San Francisco, CA 94122 Sheila Ganz 415/564-3691

Funding for screenings of the documentary "Unlocking the Heart of Adoption," which seeks to organize for legislation giving adoptees unconditional access to their original birth certificates.

Reason: Screening of documentary, with no indication of who is doing the follow-up organizing work. No specific plans for outreach and collaboration. Wording indicates an individual applying, not an organization. Suggest Bastard Nation apply instead.

19. Pathways to Peace

P.O. Box 1057, Larkspur, CA 94977 Pascale Macleod 415/461-0500

Funding for salary of staff of the group's United Nations Steering Committee, which seeks to call attention to the International Day of Peace.

Reason: Focus is on recognition of UN International Day of Peace. No organizing. No clear goals, and answer to Question 9 is ambivalent.

20. Pax Educare: The Connecticut Center for Peace Education

155 Wyllys Street, Hartford, CT 06106 Mary Lee Morrison 860/930-3182

Funding for newly formed peace organization which seeks to connect youth with community leaders for nonviolence, human rights, and cultural trainings.

Reason: Traditional youth violence prevention approach, but no diversity. No plans for organizing.

21. Peace Economy Project

438 N. Skinker Blvd, St. Louis, MO 63130 Catherine Marquis-Homeyer 314/726-6406

Funding for two regional conferences focusing on weapons in space and foreign arms trade, with the goal of organizing Mid-Westerners on these issues.

Reason: No real ongoing work or specifics about with whom they're collaborating. No analysis of reproductive rights or disability rights. Not clear whom they're mobilizing. Come back after conference is over for next steps.

22. Progressive Options

715 Southwest Hurbert Street, Suite D, Newport, OR 97365 Rhonda Walker 541/574-0384

Funding for a survey of local homeless that will determine the scope and needs of this population, which is growing due to rising levels of unemployment and poverty.

Reason: Social service-based. \$50,000 of mainstream grants. No broad political vision. Budget doesn't match grant data.

23. Students United for a Responsible Global Environment

P.O. Box 1188, Chapel Hill, NC 27514 Dennis Markatos 919/843-6548

Funding for a conference in October, which will organize students and older activists on peace and environmental issues.

Reason: No clear organizing plan, limited coalition work. No real approach to promoting organizational diversity.

24. Sweetwater Alliance

P.O. Box 3100, Duluth, MN 55803 Jill Jacoby 218/724-9786

Funding for the Duluth Bayfront Living Water Garden, which will call attention to the connections between water quality and urban development.

Reason: Not a Resist priority. No organizing involved. No positions on Question 10/11

25. Tallahassee Equality Action Ministry

P.O. Box 2433, Tallahassee, FL 32315 Tyrone Scorsone 850/224-2100

Funding for group which seeks to empower low income Tallahasseeans to lead the economic justice movement.

Reason: Vague organizing plan and vision, unclear goals. Does not take a political stance on reproductive rights, and doesn't answer Question 10/11 in a specific way.

26. Vermont Genetic Engineering Action Network (VT-GEAN)

38 State Street, Montpelier, VT 05602 Bayard Littlefield 802/223-0770

Funding for group that educates the public and trains local groups on genetically engineered seeds, with the ultimate goal of making Vermont a "GE free zone."

Reason: Very limited analysis and goals. Single-issue network. Refuse to take political positions because "don't want to alienate politically conservative farmers."

27. Virginians for Alternatives to the Death Penalty

PO Box 4804, Charlottesville, VA 22905 Jack Payden-Travers 434/960-7779

Funding for an issue of the group's newsletter that will focus on the juvenile death penalty, including a removable resource page.

Reason: No larger vision, no work across issues, no positions. No information on diversity of membership. Almost all active participants are white. All grant for one Newsletter issue.

Board Committees
August 2003

Ad Hoc Committees

Board Development

Cynthia Bargar
Becca Howes-Mischel
Marc Miller
Carol Schachet

Retreat

Kay Mathew
Yafreisy Mejia

Executive

Robin Carton
Pam Chamberlain
Marc Miller (chair)
Hank Rosemont

Finance

Nikhil Aziz
Robin Carton
Pam Chamberlain (chair)
Yafreisy Mejia
Abby Scher

Fundraising

Kay Mathew (chair)
Carol Schachet
Nancy Wechsler

Grants

Robin Carton
Kendra Hoyt
Kay Mathew (chair)
Yafreisy Mejia

Communications

Ty dePass
Hank Rosemont (chair)
Carol Schachet

Personnel

Hank Rosemont
Leila Farsakh

Board Development Committee Minutes
July 24, 2003

Present: Ty dePass, Marc Miller, Carol Schachet

1. Mentors

Overall, the mentorship seems to be going well. Marc has had some contact with Cynthia; more follow-up will be forthcoming now that the grant packets have been sent. Robin met with Kendra earlier this week. And Ty will e-mail Pam to check in concerning her mentoring with Regina.

2. Outreach

Carol redrafted the candidate grid (attached), but otherwise has not followed-up with candidates who were sent packets. Other names/groups were discussed to be contacted for recommendations, including:

- * Jobs with Justice (Chuck Connors) Marc will call Tess and ask about them
- * Farm Aids (Caroline Mugar) Marc suggests we bring it up at the Board meeting
- * Grassroots International (Nisrin) Carol will contact

Committee would like to take a few minutes at the next Board meeting to brainstorm other possible candidates and groups for outreach. Have intern send out packets to candidates and colleagues (the same list as the hiring committee used) using the letter Marc drafted a while back (attached).

3. Code of Ethics

Ty and Carol gathered some examples. Suggested that we stick a copy in future Board orientation packets, but don't see a need to pursue a formal Code of Ethics on the Board. Rather, it would be important to identify the legal and ethical responsibilities of a Board member at a future training.

4. Board of Advisors

Have an intern do a research project of non-profits with active Boards of Advisors and write up a short report on how they are used. Possible groups to survey include: Haymarket, Jobs for the Future, Women's Educational and Industrial Union, Third Sector New England/NonProfit Quarterly, PeaceWorks/AFSC, Dollars & Sense, Independent Media Association, Youth Empowerment Project.

5. Next Meeting

Becca will join this committee, and Ty is leaving after many years of good work. Carol will contact Becca to see what time she might have available in September, then arrange a meeting with Marc.

Board Prospects
Updated 3-13-2003

Board Candidate	Address/Phone #	Contacted	Info	Sent Packet	Received Resume	Current Status
Electa Arenal	172 West 79th St. 5G NY, NY 10024	Corresponded with Carol		yes 4-3-03	not sure	she was waiting re: NY meetings
Yahira DeLeon	(631) 737-2642, 1981 Julia Goldbach Ave,	rec. by Abby Scher		yes 4-3-03		
Leah Eckelberger	leackelberger@targetsites.com	rec. by Michelle Domingo	slice of rice, Haymarket Bd	no	no	
Mariam Habib	JFREJ	rec. by Abby Scher		yes	no	
Janice Lee	YouthOrganizingProject">Boston Youth Organizing Project 617-256-6914	rec. by ruth goldman		yes 4-3-03		
Lisa Owens	City School, 614 Columbia Rd Dot 02125; 617-822-3075x16	rec by Meiju Lui	30ish activist	yes 4-17-03, 7-25-03		
Payal Parekh	110 Berkshire St Cambridge, MA 02141	by Eileen	at Mott Foundation briefly	yes 2-19-02, 7-25-03		
Gavriel Wolfe	Somerville, MA	Applied for interim job		yes 4-3-03	yes	waiting for Resist
New Additions						
John Anderson	pjohna@rcn.com	rec by Leila	Arlington United for Peace and Justice	sent email 7/25/03		e-mailed back, interested
Gab Bamachio	gabelac@attbi.com	rec. by Leila		sent email 7/25/03		e-mailed back, interested
Elisabeth Leonard	elisa_02128@yahoo.com	rec by Leila	quaker, very busy	sent email 7/25/03		
Evelyn Hammond		???				
Amy Hendrickson	amyh@texnology.com	rec by Leila	Brookline UJP	sent email 7/25/03		
Allan Jackson	Freedom House	Rec by Carol	formerly PRA; development			
Duncan McFarland	duncan.mcfarland@nas.sappi.com	rec by Leila	Som/Medford UJP; socialist	sent email 7/25/03		bad address, e-mail returned
Will Miller	10 Machia Rd Westford, VT 05494; 802-879-0288	rec by Robin	formerly Green Mtn Fund	sent packet 7/25/03		
Bonnie Tolend	bontoland@hotmail.com	rec by Leila		sent email 7/25/03		
Walid Zaiter	habibwonder@hotmail.com	rec by Leila		sent email 7/25/03		

Inactive list of RESIST Board prospects

Board Candidate	Address/Phone #	Contacted	Info	Sent Packet	Received Resume	Current Status
Electa Arenal	172 West 79th St. 5G NY, NY 10024	Corresponded with Carol		yes 4-3-03	not sure	she was waiting re: NY meetings
Ernesto Arroyo-Montano	eroc@revolutionist.com	yes		yes	no	too busy
Elsa Auerbach	33 Sedgewick, JP	she sent letter in 4/00		yes 4-3-03		
Eva Boyce	enboyce@concentric.net ; 617-427-2850	no	not until fall 2002	yes 4-3-03		
Yee Won Chong	yched@ufenet.org	rec. by Michelle Domingo	chinese/malaysian, devel director at UFE	yes 4-3-03		declined
Michele Domingo	New York	Recommended by Wec	in grad school			moved to NYC for school
Leah Eckelberger	leackelberger@targetsites.com	rec. by Michelle Domingo	slice of rice, Haymarket Bd	no	no	
Mariam Habib	JFREJ	rec. by Abby Scher		yes	no	
Chamtouli Huq	wheelssofjusticen@yahoo.com	rec. by Abby Scher		yes 4-3-03	no	
Frances Jarvis	67 Pleasant St #2, Camb 02139; 617-876-4468	Applied for interim job		yes 4-3-03		Pam said she would call
Catherine Joseph	BWF	Talked with Robin	af-am woman	yes 4-3-03	no	restructuring at BWF
Robin Kelly	robin.kelley@nyu.edu	rec. by Abby Scher		no		
Mei Lui	mlui@ufenet.org	rec. by Michelle Domingo	ED at UFE	no		
Carolyn Maggid	cmagid@bentley.edu	Recommended by Wec	white women educator	yes 4-3-03	no	too busy
Lynia Murray	kmurray@hotmail.com	rec. by Michelle Domingo	arts and activism, af-am	yes 7-31-02		
Claudine Mussuto	617-628-5151	recommended by Cynthia Bargar		no	no	not contacted
Letta Neely	617-367-8611	Talked with Pam		yes	no	mia
MacDonald Scott	NLG legal aid	rec. by Abby Scher		no		
Wenda Tai	617-491-2626	talked with Robin		yes 4-3-03	no	may be interested in Becca's job
Gina Wang	BWF	Talked with Robin		yes 4-3-03	no	just had a baby 2/03
Andrew Wells-Dang	WDC	Recommended by Hank		yes	yes	unable to commit
Marianna White-Hammond		by Ty	Project HIPHOP	no		
Katherine Yee		Louis suggested		don't know.		
Jennie Yuan	shifu@mediaone.net	rec. by Michelle Domingo		no	no	

**BY-LAWS
OF
RESIST, INC.**

ARTICLE I.

Name and Principal Office

The name of the Corporation shall be Resist, Inc.. It is sometimes referred to in these By-Laws as the Corporation. The principal office of the Corporation shall be located in Somerville, Massachusetts or at such other place as the Board of Directors may from time to time determine. The Corporation may also have other offices at such other places as the Board of Directors may determine or as the affairs of the Corporation may require from time to time.

ARTICLE II.

Purposes and Limitations

1. **Purposes.** The purposes for which the Corporation is formed are those set forth in the Articles of Organization, as from time to time amended. Namely, for cultural, educational, and charitable purposes, within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1954, as amended, and in this connection to maintain and establish a charitable fund for the purpose of supporting educational, charitable, civic and benevolent projects which inform the public about current events by providing funding, technical assistance, networking and communication assistance to projects and groups whose purposes qualify within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1954, as amended.
2. **Limitations-Net Earnings.** No part of the net earnings of the Corporation shall inure to the personal benefit of, or be distributed to, its Directors, officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth above.
3. **Limitations-Lobbying.** No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.
4. **Limitations-General.** Notwithstanding any other provision of these By-Laws, the Corporation shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code (or the corresponding provision of any future United States Internal Revenue Law); or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code (or the corresponding provision of any future United States Internal Revenue Law).

ARTICLE III.

Fiscal Year

The Fiscal year of the Corporation shall, unless otherwise decided by the Board of Directors, end on December 31.

ARTICLE IV.

Board of Directors

1. Powers and Duties. The Board of Directors (also referred to in these By-Laws as the "Board") shall have the general charge and management of the affairs, funds, and property of the Corporation. The duties of the Board of Directors shall be: (a) to transact or delegate necessary business of the Corporation; (b) to cause to be presented a report at the regular meetings of the Corporation; and (c) to prepare and submit to the Corporation for approval a budget for the fiscal year. The Board of Directors shall constitute the members of the Corporation.

2. Number, Election and Qualification. The Corporation shall have a Board of Directors numbering not less than five (5) nor more than twenty-one (21). The Board is empowered to increase or decrease the number of Directors actually serving by consensus or a two-thirds (2/3) vote of the Board of Directors.

The Board of Directors shall consist of the officers of the Corporation, permanent staff members and any other qualified persons as may be duly elected thereto by consensus or a two-thirds (2/3) vote of the Board. Any individual shall be qualified to serve as a Director so long as such individual acknowledges and/or demonstrates a commitment to the mission and goals of the Corporation.

Board members shall be representative of the constituencies and organizations which the Corporation shall serve or shall have special knowledge pertaining to such constituencies or organizations. The Board shall exercise due diligence in recruiting new members in order to ensure that such fair representation occurs.

3. Term of Office. Members of the Board of Directors shall serve until the election and installation of their successors, or until their death, resignation or removal.

4. Resignations. Any director may resign at any time by giving written notice to the President or the Clerk of the Corporation. Such resignation shall take effect at the time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. Any Director who does not personally attend four (4) of the six (6) meetings during the Corporation's Fiscal Year, without presenting a sufficient reason for his/her absence to the Board on or before the day of each such meeting, shall be deemed to have resigned as a Director effective as of the end of the fiscal year. Upon petition by such Board member, the Board of Directors may, at the next Board meeting in which a quorum is present, by consensus or by a majority vote, reinstate such person as a Director.

5. Removal. Any member of the Board of Directors may be removed, with or without cause, by consensus or by a two thirds (2/3) vote of the Board of Directors at either (a) a special meeting called for that purpose; or (b) any regular meeting of the Board of Directors in which a quorum is present. Five (5) days written notice of the intention to act upon a member's removal must be given to both the Board and to the member for such action to be effective. Any member of the Board who is subject to removal may appear and speak in opposition to any such action.

6. Leaves of Absence. Any member may request a leave of absence from the Board during their term of office. Each request for a leave shall be determined on an individual basis and members shall attempt to honor all such requests. Leaves of absence shall be granted either by consensus or by a two thirds (2/3) vote of the Board of Directors.

7. Vacancy. Vacancies on the Board of Directors may be filled by consensus or by a two thirds (2/3) vote of the remaining members of the Board of Directors at a regular or a special meeting.

8. Compensation. Directors shall serve without compensation, except that reasonable out-of-pocket expenses incurred by a Director in attending a meeting or other event on behalf of the Corporation may be reimbursed to that Director.

ARTICLE V.

Meeting of Members

1. Annual Meeting. The annual meeting of the Corporation shall be held in the City of Somerville, Massachusetts, or at such other place as may be fixed by the Board of Directors, on the 1st day of May if it is not a holiday, and if a holiday then on the succeeding day not a holiday. If the annual meeting is not held on this date, a special meeting in lieu thereof may be held at a later date, with all the force and effect of an annual meeting. The annual meeting shall be held for the purpose of electing officers, presenting the annual financial report for the fiscal year just ended, and transacting any such other business as may properly come before the meeting.

2. Regular Meetings. Regular meetings of the Board of Directors shall be held at such times and such places as are fixed by the Board Of Directors. It is intended that the full Board of Directors shall meet at least six (6) times per year.

3. Special Meetings. Special meetings of the Board of Directors shall be called by a majority of the members of the Board or by a majority of the Executive Committee of the Board of Directors, or as may be required by law or the Articles of Incorporation.

4. Notice of Meetings. Reasonable notice of all meetings hereunder, special or otherwise, if not waived, shall be given in writing to each person entitled to vote at such meeting.

5. Waiver of Notice. Whenever any notice is required to be given to any Director of the Corporation under provisions of law, the Articles of Incorporation or these By-Laws, a waiver thereof in writing signed by the person or persons entitled to such notice, shall be the equivalent to the giving of such notice. Attendance of a Director at any meeting shall constitute a waiver of notice for such meeting except where the Director attends the meeting for the express purpose of objecting to the transaction of any business because the meeting was not lawfully called or convened.

6. Failure to Give Notice. In the event of a failure to provide adequate notice of any special meeting called hereunder, the member or members of the Board of Directors who requested such a meeting may fix the time and place of such meeting and give notice in the manner provided in Article V, Section 4 of these By-Laws.

7. Quorum. A majority of the Board of Directors then serving shall constitute a quorum for the transaction of business. Members who are on a leave of absence shall not be considered as "Directors then serving" for purposes of determining the presence of a quorum. The act of the majority of Directors present at a meeting at which a quorum is present shall be the act of the Board of Directors except where the By-Laws or Articles of Incorporation require a two thirds (2/3) majority vote. In any duly organized meeting in which a quorum is established, the Directors are empowered to continue to transact business until adjournment, even if a Director whose presence was counted towards the quorum thereafter leaves the meeting. If a quorum is not present at any time during a meeting, a majority of the Directors in attendance may adjourn the meeting from time to time without further notice.

8. Decision Making Process. The Directors shall attempt to reach a consensus in all instances of decision making, including but not limited to: appointments, elections, and amendments of By-laws. If consensus is not reached during any meeting, any Director can call for a vote. Unless more than one third (1/3) of the Directors present object, a vote shall be taken and a simple majority shall determine the question, except where the By-Laws or Articles of Incorporation require a two thirds (2/3) majority vote.

If more than one third (1/3) of the Directors present object, the question shall be tabled until the next meeting, at which time a vote shall be taken and a simple majority shall determine the question, except where the By-Laws or Articles of Incorporation require a two thirds (2/3) majority vote.

9. Proxies. At any meeting of the Board, a member entitled to vote may vote by proxy executed in writing by either the member or by his/her duly authorized attorney-in-fact, and delivered to the Clerk prior to the meeting. No proxy shall be valid after eleven (11) months from the date of its execution, unless otherwise provided in the proxy.

10. Action Without Meeting. Any action required to be or which may be taken at a meeting of the Board of Directors, or any lawfully constituted committee of the Corporation, may be taken without a meeting if adequate notice is provided and a consent in writing, setting forth the action so taken, is signed by all of the Directors or committee members entitled to vote with respect to the subject matter thereof. Such signed consent shall be delivered to the Clerk of the Corporation for inclusion in the Minute Book and shall have the same force and effect as a unanimous vote of the Board of Directors.

11. Telecommunications Meetings. A conference by any means of communications through which Directors or committee members may simultaneously communicate with each other during the conference constitutes a meeting of the Board of Directors or any lawfully constituted committee of the Corporation, so long as the notice and quorum requirements of all applicable laws, the Articles of Incorporation, and these By-Laws are satisfied.

ARTICLE VI.

Officers

1. Officers. The officers of the Corporation shall consist of a President, a Treasurer, a Clerk, and any other such officers and assistant officers as the Board of Directors may authorize from time to time. All Officers must be members of the Board of Directors of the Corporation. The President and the Treasurer shall be Board members not on the staff of the Corporation. The Clerk shall be a Board member on the staff of the Corporation.

2. Election. Officers shall be elected at the annual meeting of the Board of Directors by the members of the Board and shall take office at the first regular meeting following such election. However, if there is but one nominee for any office, it shall be in order to move that the Clerk cast the elective ballot of the Corporation for the nominee.

3. Term of Office. All officers shall serve for the term of two (2) years or until the next annual election and installation of their successors, or until their death, resignation or removal in the manner provided. Notwithstanding the foregoing, any officer may be re-elected to the same position for two consecutive terms of office.

4. Resignation. Any officer may resign at any time by giving written notice to the Board of Directors or to the Chair or Clerk of the Corporation. Any such resignation shall take effect at the time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

5. Removal. Any officer may be removed by the Board of Directors, with or without cause, by consensus or by a two thirds (2/3) vote of the Board of Directors whenever, in its judgment, the best interests of the Corporation will be served thereby at either (a) a special meeting called for that purpose; or (b) any regular meeting of the Board of Directors in which a quorum is present. Five (5) days written notice of the intention to act upon an officer's removal must be given to both the Board and to such officer for such action to be effective. After removal of any such officer, the Directors then in office may elect or appoint a successor officer to complete said officer's unexpired term.

6. President. The President shall be a signatory to all legal documents pertaining to the Corporation, shall serve on the Executive Committee, shall convene meetings of the Executive Committee, and supervise specific activities of the Corporation as directed by the Board of Directors. The President shall also have, and may exercise, such further powers and duties as from time to time may be conferred upon, or assigned to, him/her by the Board of Directors.

7. Clerk. The Clerk shall keep an accurate record of the minutes of the proceedings of Directors, including records of all Executive Committee meetings, and shall give or cause to have given such notice as required in these By-Laws of all such meetings. The Clerk shall have responsibility for all books, records, and papers of the Corporation, except such as shall be in the charge of the Treasurer, or some other person authorized to have custody and possession thereof by a resolution of the Board of Directors. The books records and papers of the Corporation shall be physically maintained at Resist, Inc.'s principal office. The Clerk shall have signatory power for the organization as necessary. The Clerk shall also perform such other duties as may be assigned to him/her from time to time by the Board of Directors.

8. Treasurer. The Treasurer shall be responsible for oversight of the fiscal dimensions of the organization. The Treasurer shall oversee: a) the funds of the Corporation; b) a full and accurate account of receipts and expenditures; and c) disbursements made in accordance with the approved budget, as authorized by the Corporation, the Board of Directors, or a special committee designated by the Board of Directors for this purpose. The Treasurer shall render to the President and to the Board of Directors a report on the financial condition of the Corporation at each regular meeting of the Board. The Treasurer shall also perform such other duties as may be assigned to him/her from time to time by the Board of Directors.

9. Staff. The staff shall, subject to supervision by the Executive Committee or its delegate, have day-to-day management responsibility of the business and affairs of the Corporation. The staff shall also perform such other duties as may be assigned to him/her from time to time by the Board of Directors.

10. Other Officers. The Board of Directors may appoint one or more Vice Presidents, one or more Assistant Secretaries, one or more Assistant Treasurers, and such other officers and attorneys-in-fact as may from time to time appear to the Board to be required or desirable to transact the business of the Corporation.

11. All officers shall:
(a) Perform the duties prescribed in ordinary parliamentary authority in addition to those outlined in these By-Laws and those assigned from time to time by the Board of Directors; and
(b) Deliver to their successors all official material not later than ten (10) days following the election of their successors.

12. Compensation. The officers of the Corporation shall not be compensated in a manner different from that of other Directors.

ARTICLE VII

Committees of the Board

1. Creation. The Board may, by a resolution adopted either by consensus or by a majority of the Board present at a valid meeting, designate or appoint one or more committees which shall have such duties, authority, rights and powers as the Board of Directors may determine, or as otherwise provided in these By-Laws. A committee so appointed shall be composed of three (3) or more persons, one of whom must be a non-staff Director of the Corporation and, with the exception of the Personnel Committee, one of whom shall be a staff member. The designation of such committees and the delegation thereto of such duties, authority, rights and powers shall not operate to relieve the Board of Directors, or any individual director, of any responsibility imposed by law.

2. Executive Committee. There shall be an Executive Committee of the Board of Directors which shall consist of the Officers of the Corporation and a member-at-large. The Executive Committee may include any other such person that the Board may appoint from time to time. The Executive Committee shall be authorized to act for and on behalf of the Board of Directors between meetings of the Board and such actions shall be subject to ratification, modification or reversal by the Board at its next regular meeting. In the limited instance where the Executive Committee's decision is not unanimous on a matter requiring immediate attention, Board members will be contacted via e-mail, fax or telephone, and the question will be decided by a simple majority vote.

The duties of the Executive Committee shall include: 1) oversight of Board designated committees to ensure such committees are fulfilling their roles and responsibilities; 2) supervision of Board decisions and policies to ensure that the same are recorded, implemented and reviewed; 3) assurance that the organization complies with all relevant local, state and federal regulations pursuant to its legal status; and 4) prompt attendance to any concern brought to its attention by one or more Board members.

3. Finance Committee. The duties of the Finance Committee shall include, but are not limited to, oversight of: monthly financial statements; annual budget process; monthly operating and cash flow position; and reconciliation of donations and memorial fund pledges. In addition, it shall be the responsibility of this committee to monitor internal financial management control, and review and respond to the annual audit. Furthermore, as necessary, the Finance Committee shall recommend to the Board of Directors, for its approval, changes in fiscal policy, including investment policies and guidelines. The Finance Committee shall not have the authority to directly invest funds or reinvest funds, but only to make recommendations regarding such investments. The Finance Committee shall be chaired by the Treasurer.

4. Fundraising Committee. The duties of the Fundraising Committee shall include, but are not limited to: implementation of strategic plans for securing funds for the organization and ensuring the long term stability of the organization. The Fundraising Committee will act in concert with the Finance Committee to provide oversight of the fiscal health of the organization, and shall make recommendations to the Board as necessary to fulfill its mandate.

5. Personnel Committee. The duties of the Personnel Committee shall include, but are not limited to: review and modification of personnel policies, mentoring of staff, liaison between staff and the Board of Directors, facilitator of grievances, orientation and training of new staff. The Personnel Committee shall work in concert with the current employees to assess the on-going staffing needs of the organization. The Personnel Committee shall perform such other duties as may be assigned to it from time to time by the Board of Directors.

6. Grant Committee. The duties of the Grant Committee shall include, but are not limited to: initial review of grant applications, analysis of the success/challenges of grantmaking process, and recommendations for change. The Grant Committee shall enable the Corporation to maintain a grant making process that has integrity and assures a fair and equitable distribution of the Corporation's funding resources consistent with the Corporation's purpose. The Grant Committee shall perform such other duties as may be assigned to it from time to time by the Board of Directors.

7. Board Development. The duties of the Board Development shall include, but are not limited to: analysis of the growth and development needs of Board of Directors and recruitment of new Board members. The Board Development Committee shall coordinate periods of organizational reflection and strategic planning for members of the Board and Advisory Board of the Corporation as necessary. The Board Development Committee shall perform such other duties as may be assigned to it from time to time by the Board of Directors.

8. Communications. The duties of the Communications Committee shall include the effective communication of the work of Resist and its grantees through the *Newsletter* Internet, and other print and electronic media. The Committee shall also ensure that Resist provides information and analysis of import to the progressive community; and contribute to tools that will assist in raising funds for Resist.

9. Other Committees. The Board of Directors may from time to time appoint other committees of two (2) or more persons, for such purposes and with such powers as the Board may determine.

ARTICLE VIII.

Amendments

These By-Laws may be amended, repealed or altered in whole or in part by a consensus or by a two thirds (2/3) vote at any regular or special meeting of the Board of Directors of the Corporation.

ARTICLE IX.

Indemnification

1. Indemnification. The Corporation shall indemnify any person who was or is a party, or is threatened to be made a party, to any threatened, pending or completed civil, criminal, administrative, arbitration, or investigative proceeding, by reason of the fact that such person is or was a Director, officer, employee, agent, or member of a committee of this Corporation. The Corporation shall indemnify such person against judgments, penalties, fines (including, without limitation, excise and similar taxes assessed against the person), settlements and reasonable expenses (including attorney's fees and court costs) actually incurred by such person in connection with such action, suit or proceeding, if such person acted in good faith, reasonably believed that such acts were in the Corporation's best interests, reasonably believed that such acts were not opposed to the Corporation's best interests, and, with respect to a criminal proceeding, had no reasonable cause to believe that such actions were unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner which such person reasonably believed to be in or not opposed to the best interests of the Corporation, and, with respect to any criminal proceeding, has reasonable cause to believe that such conduct was unlawful. If such action, suit or proceeding was brought by or on behalf of the Corporation, such indemnification is limited to reasonable expenses actually incurred. The Corporation shall not indemnify a person for obligations resulting from a proceeding in which such person is found liable for negligence or misconduct in the performance of any such duties to the Corporation, unless and only to the extent that the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability, but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses as the court shall deem proper.

2. Authorization For Indemnification. Any indemnification under Article IX, ¶1 above (unless ordered by a court) shall be made by the Corporation only as authorized in the specific case, upon a determination that indemnification of the Director, officer, employee, agent or committee member is proper in the circumstances because such person has met the applicable standard of conduct set forth in Article IX, ¶1. Such determination shall be made by: (a) a majority vote of a quorum of the Board of Directors who were not parties to such action, suit or proceeding, or (b) if such a quorum is not obtainable, or even if obtainable a quorum of disinterested Directors so directs, by independent legal counsel in a written opinion.

3. Other Provisions. To the extent that a Director, officer, employee, agent or committee member of the Corporation has been successful, on the merits or otherwise, in the defense of any action, suit or proceeding referred to in Article IX, ¶1 or in defense of any claim, issue or matter therein, such person shall be indemnified against expenses (including attorney's fees) actually and reasonably incurred by such person in connection therewith.

4. Reasonable Expenses. Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the Corporation in advance of the final disposition of such action, suit or proceeding, as authorized by the Board of directors in the specific case. Such authorization shall be predicated upon receipt by the Corporation of: (a) a written affirmation by such person that they have a good faith believe that the required standard of conduct has been met; and (b) a written undertaking to repay all such amounts, unless it shall be ultimately decided that such person is entitled to be indemnified as authorized in this Article IX.

5. Insurance. The Corporation shall have the power to purchase and maintain insurance on behalf of any person who is or was a Director, officer, employee, agent or committee member of the Corporation against any liability asserted against such person and incurred by such person in any capacity, arising out of such person's status as Director, officer, employee, agent or committee member of the Corporation, whether or not the Corporation would have the power to indemnify such person against liability under the provisions of this Article IX.

6. Lack of Exclusivity. The indemnification provided by this Article IX shall not be deemed exclusive of any other rights to which those seeking indemnification may be entitled under any agreement, vote of disinterested Directors, or otherwise, both as to action in such person's official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a Director, officer, employee, agent or committee member, and shall inure to the benefit of the heirs, executors and administrators of such a person.

ARTICLE X.

Miscellaneous Provisions

1. Loans. No loans shall be contracted on behalf of the Corporation and no evidence of indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors by an affirmative vote of two-thirds (2/3s) of all Board members. Such authority may be general or may be confined to specific instances.

2. Checks, Drafts, Notes, Etc.. All checks, drafts or other orders for the payment of money, and all notes or other evidences of indebtedness issued in the name of the Corporation shall be signed by such officer or officers, or agent or agents, of the Corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors.

3. Deposits. All funds of the Corporation not otherwise employed shall be deposited from time to time to the credit of the Corporation in such depositories as the Board of Directors may designate.

4. Gifts. The Board of Directors may accept on behalf of the Corporation any contribution, gift, bequest, or device for the general purposes or for any special purpose of the Corporation. In addition, the Board of Directors may make, on behalf of the Corporation, any contribution or gift in furtherance of its general purposes or any special purpose of the Corporation; provided such contribution or gift is not prohibited by these By-Laws, Articles of Incorporation, or any law.

5. Grants. The Corporation shall have the power to make distributions of its income and assets to corporations or institutions which, at the time of the grant, are 1) organizations exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1954, as amended, or any successor provision; 2) organizations which utilize a fiscal conduit which is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1954, as amended, or any successor provision; or 3) organizations which engage in work that falls within the definition of activities which are exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1954, as amended, or any successor provision.

6. Books and Records. The Corporation shall keep correct and complete books and records of account. The Articles of Incorporation, the By-laws, and the proceedings of the Board of Directors, and all committee meetings of the Board of Directors shall be recorded in appropriate minute books provided for that purpose. Such books and records shall be kept at the Corporation's registered office or principal place of business.

7. Dissolution. Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the Corporation, dispose or transfer all of the assets of the Corporation to such organization or organizations organized and operated exclusively for charitable, educational, religious or scientific purposes as shall be at the time qualified as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors shall determine. Any such assets not so disposed of shall be disposed of by the appropriate Court of the Commonwealth of Massachusetts exclusively for such purpose or to such organization or organizations as said Court shall determine, which are organized and operated exclusively for such purposes.

8. Invalid Provisions. If any part of these By-Laws shall be held invalid or inoperative for any reason, then, so far as possible and as reasonable, the remaining parts shall be valid and operative, and effect shall be given so far as possible to the intent manifested by the part held invalid or inoperative.

9. Headings. The headings used in these By-Laws have been inserted for administrative convenience only and do not constitute matter to be construed in interpretation and construction.

**Financial Narrative to accompany the
Resist Balance Sheet and Board Report (6/1/03-6/30/03)**

Big Picture:

(refer to Balance Sheet- A)

Assets:

Current Assets are up about \$21,000 over FY02.

Cambridge Trust Account shows 2,212.40, however the account is closed. This needs to be resolved with the bookkeeper.

Investments: Are down in comparison to FY '02 by about \$35,000. The following variances further explain:

- a. FY02 had a loan repayment of \$3,000
- b. The Investment fund shows about a \$27,000 difference as a result of sale of Domini holdings
- c. The Resist Fund shows a difference of about \$5,000 which represents payment of Salzman Grants
- d. The Cohen Memorial Fund show a loss in value of about \$4,000
- e. The Holmes Memorial fund shows an increase in value of about \$5,000

Schwab 1 Cash holdings in various accounts represent proceeds from the sale of Domini Social Equity fund that have not yet been re-invested.

Y-T-D FY'03 Income and Expense levels in Comparison to Y-T-D FY '02.

(refer to Board Report-B)

Revenue:

Total Revenue for Y-T-D FY '03 is up about \$50,000. Some of the factors influencing that increase include:

- a. **ABC** income up about \$12,000.
- b. Gain in value of **stock market** holding of about \$33,000
- c. Increase in **Pledge Income** of about \$4,000.
- d. Increase in **Prospect Income** of about \$8,000
- e. Increase in **Special Contributions** of about \$17,000.

However Newsletter income is down approximately \$23,000. This is due in part to the timing of the double issue – the schedule was moved up in order to respond to the war in Iraq. This delayed some contributions.

Foundation income is down at this point. FY '02 Y-T-D (40,638.85) vs. FY '03 Y-T-D (14,894.08).

Unsolicited Contributions are up by about \$52,804.

Expenses:

Total Program, General and Administrative Expenses are down approximately \$12,000. Some of the factors influencing that decrease include:

Mailing costs are stable.

Grant spending is down approximately \$15,000.

Personnel costs are up about \$8,000 primarily due to health insurance increases.

Office spending is down approximately \$3,000

Travel costs of \$876.88 represent air fare and lodging for Minda Hickey- for interview.

Advertising and Outreach expenses down by \$1,141

Board Expenses down \$2,240.

FYI: July 2003 income is up almost \$20,000 over July 2002.

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	2003 Y-T-D	2003 Budget Y-T-D	2002 Y-T-D
Income			
Internal Mailings	151,421.11	171,249.96	158,260.38
Prospect Mailings	20,951.00	23,749.98	12,838.00
Special Contributions	86,152.97	122,500.02	69,536.97
Investments	18,067.68	<8,750.04>	<15,080.05>
Other	1,200.70	1,824.96	1,946.07
Total Income	277,793.46	310,574.88	227,501.37
Expenses			
Fundraising			
Internal Mailing Costs	5,390.30	10,300.02	5,051.04
Prospect Mailing Costs	18,299.50	24,000.06	14,077.64
Other Fundraising Costs	535.62	909.96	416.50
Subtotal	24,225.42	35,210.04	19,545.18
Program			
Grants	155,100.00	151,999.98	171,400.00
Grants Program	232.71	512.52	219.71
Newsletter	20,047.19	21,899.94	23,222.49
Website	466.69	349.98	247.07
Subtotal	175,846.59	174,762.42	195,089.27
Other			
Personnel	85,120.11	86,571.54	78,125.55
General and Administrative	38,255.73	35,735.04	37,781.42
Board Expenses	2,049.29	3,199.98	4,289.03
Subtotal	125,425.13	125,506.56	120,196.00
Total Expenses	325,497.14	335,479.02	334,830.45
Total Income (Loss)	<47,703.68>	<24,904.14>	<107,329.08>

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DIARY SCHEDULE

		2003 Y-T-D	2003 Budget	2002 Y-T-D
INTERNAL MAILINGS				
30400	CONTRIBUTIONS- PLEDGES	64,226.75	73,249.98	60,005.00
30500	CONTRIBUTIONS- NEWSLETTER	26,169.11	33,499.98	48,883.60
30600	CONTRIBUTIONS-ABC MAILING	61,025.25	64,500.00	49,371.78
		151,421.11	171,249.96	158,260.38
PROSPECT MAILINGS				
31400	CONTRIBUTIONS-PROSPECTING	20,951.00	23,749.98	12,838.00
		20,951.00	23,749.98	12,838.00
SPECIAL CONTRIBUTIONS				
32010	CONTRIBUTIONS-RESTRICTED	150.00	2,500.02	0.00
32020	CONTRIBUTIONS- STOCKS	2,297.72	10,000.02	12,891.11
32040	CONTRIBUTIONS-FOUNDATIONS	14,894.08	49,999.98	40,638.85
32050	CONTRIBUTIONS-UNSOLICITED	68,811.17	60,000.00	16,007.01
		86,152.97	122,500.02	69,536.97
INVESTMENTS				
38001	BANK INTEREST CAMB TR, WAINWRI	86.18	750.00	813.69
38002	STOCK DIVIDENDS	0.00	499.98	0.00
38006	UNREALIZED G/L ON INVSTMT	0.00	<10,000.02>	<105.05>
38094	INT&DIVIDENDS - NEUBERGER BERM	0.00	0.00	386.02
38096	INT&DIVIDENDS - DOMINI	21.35	0.00	0.00
38097	INT&DIVIDENDS - CALVERT BAL FD	<61.98>	0.00	0.00
38098	INT&DIVIDENDS - CALVERT BOND	0.00	0.00	<735.41>
38099	INT&DIVIDENDS - SCHWAB ONE	33.95	0.00	<137.39>
38500	GAIN/LOSS - MISC	<0.28>	0.00	191.20
38593	GAIN/LOSS - CITIZENS INDEX	383.04	0.00	<430.93>
38594	GAIN/LOSS - NEUBERGER BERMAN	1,751.88	0.00	<493.42>
38595	GAIN/LOSS - WOMEN'S EQUITY	1,903.49	0.00	<1,148.97>
38596	GAIN/LOSS - DOMINI	<32,308.05>	0.00	<6,738.98>
38597	GAIN/LOSS - CALVERT BALANCED	1,034.87	0.00	<484.74>
38598	GAIN/LOSS - CALVERT BOND	4,393.33	0.00	520.50
38599	GAIN/LOSS - SCHWAB ONE	40,829.90	0.00	<6,716.57>
		18,067.68	<8,750.04>	<15,080.05>
OTHER INCOME				
35110	LIST SALES NAMES IN NEWS	0.00	150.00	186.69
36001	T-SHIRT SALES	748.00	1,399.98	2,054.00
37000	ROYALTIES	0.00	12.48	0.00
37500	FISCAL SPONSORSHIP FEE	102.00	87.48	52.50
39050	MISCELLANEOUS INCOME	350.70	175.02	<347.12>
		1,200.70	1,824.96	1,946.07

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IDIARY SCHEDULE

		2003 Y-T-D	2003 Budget	2002 Y-T-D
INTERNAL MAILING COSTS				
41101	PRINTING-PLEDGES	947.32	1,549.98	1,159.94
41102	POSTAGE- PLEDGES	1,094.69	1,500.00	1,168.29
41103	MAILHOUSE- PLEDGES	602.19	1,150.02	670.28
44101	PRINTING-ABC MAILINGS	294.00	2,250.00	715.16
44102	POSTAGE-ABC MAILINGS	1,999.00	2,100.00	670.90
44103	MAILHOUSE- ABC MAILINGS	453.10	1,750.02	666.47
		5,390.30	10,300.02	5,051.04
PROSPECT MAILING COSTS				
47101	PRINTING- PROSPECTING	7,407.80	10,000.02	4,276.07
47102	POSTAGE- PROSPECTING	5,580.02	5,500.02	6,626.32
47103	MAILHOUSE-PROSPECTING	2,607.05	3,000.00	159.00
47104	CONSULTANTS-PROSPECTING	<319.03>	3,000.00	2,750.00
47107	LIST RENTALS-PROSPECTING	3,023.66	2,500.02	266.25
		18,299.50	24,000.06	14,077.64
OTHER FUNDRAISING COSTS				
49601	THANK YOU CARDS-COST	0.00	25.02	0.00
49602	THANK YOU CARDS-PRINTING	105.00	124.98	60.00
49603	THANK YOU CARDS- POSTAGE	416.97	424.98	356.50
49610	PROMO T-SHIRT GIFTS	0.00	135.00	0.00
49620	OTHER FUNDRAISING COSTS	13.65	199.98	0.00
		535.62	909.96	416.50
GRANTS				
49401	DONOR DIRECTED: IN	0.00	1,999.98	0.00
49411	NWTRCC: IN	<1,938.00>	<1,999.98>	<997.50>
49412	NWTRCC: OUT	1,938.00	1,999.98	997.50
49509	RESIST MULTIYEAR GRANTS PD OUT	24,000.00	30,000.00	24,000.00
49510	RESIST GRANTS PAID OUT	131,100.00	117,000.00	144,400.00
49512	SALZMAN GRANTS PAID OUT	0.00	3,000.00	3,000.00
		155,100.00	151,999.98	171,400.00
GRANTS PROGRAM				
52501	PRINTING-GRANT PROGRAM	167.50	199.98	55.00
52502	POSTAGE-GRANT PROGRAM	65.21	250.02	164.71
52540	LIBRARY-GRANT PROGRAM	0.00	62.52	0.00
		232.71	512.52	219.71
NEWSLETTER				
42101	PRINTING NEWSLETTER	11,078.60	12,499.98	12,341.98
42102	POSTAGE- NEWSLETTER	4,794.21	4,999.98	6,897.65
42103	MAILHOUSE- NEWSLETTER	3,597.38	3,499.98	3,707.86
42104	CONSULTANTS-NEWSLETTER	0.00	600.00	0.00
42105	PHOTOS/GRAPHICS NEWSLETR	577.00	300.00	87.50
42107	MISC. EXP.-NEWSLETTER	0.00	0.00	187.50
		20,047.19	21,899.94	23,222.49

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LIABILITIES SCHEDULE

WEBSITE

51700	INTERNET	466.69	349.98	247.07
		466.69	349.98	247.07

		2003 Y-T-D	2003 Budget	2002 Y-T-D
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PERSONNEL

50110	GROSS PAY	65,253.04	69,732.00	60,481.52
50120	EMPLOYER TAXES (Rfica,DES	6,656.59	6,250.02	8,917.27
50125	RETIREMENT MATCH	2,430.18	2,789.52	1,513.84
50130	STAFF HEALTH INSURANCE	10,726.50	7,500.00	6,960.92
50140	WORKER'S COMPENSATION	53.80	300.00	252.00
		85,120.11	86,571.54	78,125.55

GENERAL AND ADMINISTRATIVE

50150	CONSULTANTS	2,576.75	2,500.02	1,434.88
51000	RENT	17,265.38	16,247.52	16,956.25
51100	OCCUPANCY	936.51	1,999.98	1,760.30
51500	TELEPHONE	884.82	1,800.00	1,372.66
52010	OFFICE SUPPLIES	1,134.97	1,000.02	2,749.25
52020	OFFICE XEROX	303.81	100.02	149.99
52040	OFFICE LIBRARY	88.00	100.02	67.50
52050	OFFICE PRINTING	160.00	1,000.02	80.00
52060	MINOR OFFICE EQUIPMENT	2,209.21	1,249.98	3,476.61
52070	BANK CHARGES	680.62	62.52	582.43
53010	OFFICE POSTAGE	1,322.97	900.00	480.01
53020	UPS	0.00	49.98	50.41
53030	POSTAGE DUE/BRE ENVELOPES	1,414.73	900.00	1,196.50
54000	TRAVEL	876.86	25.02	6.50
54200	STAFF DEVELOPMENT	0.00	1,000.02	1,050.00
54500	CONFERENCES/MEETINGS	284.02	199.98	180.49
55101	ADVERTISING	1,694.50	1,500.00	1,085.00
55102	BROCHURE	0.00	2,500.02	1,750.00
55500	REPAIRS AND MAINTENANCE	0.00	150.00	0.00
56020	ACCOUNTING FEES	8,625.00	4,249.98	7,308.00
56030	COMPUTER CONSULTING FEES	0.00	499.98	0.00
57000	INSURANCE- OFFICE	1,729.52	1,099.98	1,402.00
59020	DUES AND FEES	1,686.13	799.98	1,225.00
59030	TAX PENALTIES & INTEREST	0.00	25.02	0.00
59040	OTHER PENALTIES/FINES	0.00	25.02	0.00
59060	MISCELLANEOUS EXPENSE	232.28	49.98	54.06
59090	DEPRECIATION	0.00	3,000.00	0.00
81000	RENTAL INCOME	<5,612.50>	<6,768.78>	<6,200.00>
81100	OCCUPANCY INCOME	<237.85>	<531.24>	<436.42>
		38,255.73	35,735.04	37,781.42

RESIST, Inc.
Board Report
For the Six Months Ending June 30, 2003
Printed On: August 1, 2003

IDIARY SCHEDULE

		2003 Y-T-D	2003 Budget	2002 Y-T-D
BOARD EXPENSES				
58001	BOARD XEROX	1,281.37	1,350.00	1,518.97
58002	BOARD POSTAGE/UPS	259.32	499.98	360.42
58003	BOARD TRAVEL	204.00	750.00	1,731.13
58004	BOARD FOOD/MEETINGS	304.60	600.00	678.51
		<hr/>	<hr/>	<hr/>
		2,049.29	3,199.98	4,289.03

RESIST, Inc.
Balance Sheet
As of June 30, 2003

Printed On: July 21, 2003

ASSETS

CURRENT ASSETS

Operating Cash

11035	GENERAL CASH-CAMB. TRUST	\$ 2,212.40	19,045.11
11037	GENERAL CASH - WAINWRIGHT B	83,518.67	40,708.64
11050	PETTY CASH	50.00	50.00
	OPERATING FUND-SCHWAB	27,755.02	32,847.10

Total Cash

113,536.09

92,650.85

Investments

11231	RESIST LOAN FUND	0.00	3,000.00
11245	HOLMES MEMORIAL FUND	0.00	100.00
11400	CASH TRANSFER	0.00	494.18
14000	INVESTMENTS/STOCKS	384.65	282.59
11045	CALVERT INVSTMNT BOND FND	<65.56>	0.00
11046	CALVERT INVSTMNT MGD GRTH	4,043.85	4,543.54
	INVESTMENT FUND-SCHWAB	110,794.45	137,692.12
	RESIST LOAN FUND-SCHWAB	14,047.27	13,911.36
	RESIST ENDOWMENT-SCHWAB	67,536.87	72,202.09
	COHEN MEM FUND-SCHWAB	5,825.11	9,699.36
	HOLMES MEM FUND-SCHWAB	18,251.20	13,327.61

Total Investments

220,817.84

255,252.85

TOTAL CURRENT ASSETS

334,353.93

347,903.70

OTHER ASSETS

16220	PRE-PAID INSURANCE	315.37	263.37
16225	PRE-PAID EXPENSES-OTHER	11,894.53	2,617.10
16230	INVENTORY- T-SHIRTS	1,754.75	2,405.99
16240	ACCOUNTS RECEIVABLE	6,622.99	0.00
16250	DEPOSITS	2,230.00	2,230.00

TOTAL OTHER ASSETS

22,817.64

7,516.46

FIXED ASSETS

18000	IMPROVEMENTS	15,064.68	15,064.68
18100	DEPRECIATION	<9,368.18>	<4,911.11>
19000	OFFICE FURN./EQUIPMENT	34,283.49	32,496.54
19100	ACCUMULATED DEPRECIATION	<28,725.40>	<28,725.40>

TOTAL FIXED ASSETS

11,254.59

13,924.71

TOTAL ASSETS

\$ 368,426.16

369,344.87

Unaudited

RESIST, Inc.
Balance Sheet
As of June 30, 2003

Printed On: July 21, 2003

LIABILITIES AND CAPITAL

		<i>THIS PERIOD</i>	<i>THIS PERIOD LAST YEAR</i>
CURRENT LIABILITIES			
20100	ACCOUNTS PAYABLE	\$ <6,246.00>	0.00
20500	GRANTS PAYABLE	57,000.00	39,000.00
21085	ACCRUED VACATION	12,750.41	10,342.92
	EMPLOYMENT TAX	6,207.99	7,397.37
29000	SECURITY DEPOSITS HELD	1,500.00	1,500.00
	TOTAL CURRENT LIABILITIES	71,212.40	58,240.29
LONG-TERM LIABILITIES			
	TOTAL LONG-TERM LIABILITIES	0.00	0.00
	TOTAL LIABILITIES	71,212.40	58,240.29
CAPITAL			
29501	Fund Balance: Cohen Endnt	10,022.62	10,022.62
29502	Fund Balance: Resist Endm	50,754.03	50,754.03
29600	FUND BALANCE- GENERAL	283,737.46	358,113.43
	CURRENT EQUITY	<47,044.57>	<107,660.48
	TOTAL CAPITAL	297,469.54	311,229.60
	TOTAL LIABILITIES & CAPITAL	\$ 368,681.94	369,469.89

Unaudited

RESIST, Inc.
Balance Sheet
As of June 30, 2003

Printed On: July 21, 2003

Subsidiary Ledger

BREAKDOWN BY ACCOUNT

OPERATING ACCT

10100	SCHWAB OPERATING FUND	\$ 1,193.90	0.00
10199	SCHWAB 1 - OPERATING	26,561.12	32,847.10
	TOTAL OPERATING-SCHWAB	27,755.02	32,847.10

INVESTMENT ACCT

10293	CITIZEN'S INDEX - INVESTMENT	4,373.09	4,625.79
10295	WOMEN'S EQUITY - INVESTMENT	28,294.52	28,655.24
10296	DOMINI SOC EQUITY - INVESTME	10,981.09	85,634.55
10297	CALVERT BALANCED FUND-INVS	9,011.59	8,374.13
10298	CALVERT BOND FND - INVESTME	15,678.23	9,233.20
10299	SCHWAB 1 - INVESTMENT	42,455.93	1,169.21
11045	CALVERT INVSTMNT BOND FND	<65.56>	0.00
11046	CALVERT INVSTMNT MGD GRTH	4,043.85	4,543.54
	TOTAL INVSTMNT FND	114,772.74	142,235.66

RESIST LOAN FUND

10399	SCHWAB 1 - LOAN FUND	14,047.27	13,911.36
	TOTAL RESIST LOAN FND-SCHWAB	14,047.27	13,911.36

RESIST ENDOWMENT

10494	N & B - RESIST ENDWMT	12,630.50	12,617.36
10498	CALVERT BOND FND-ENDWMT	47,847.74	57,539.12
10499	SCHWAB 1 - ENDOWMENT	7,058.63	2,045.61
	TOTAL RESIST ENDWMNT-SCHWAB	67,536.87	72,202.09

COHEN MEMORIAL FUND

10500	SCHWAB 1 - COHEN MEM FUND	7.03	7.03
10596	DOMINI-COHEN MEM FUND	5,818.08	9,692.33
	TOTAL COHEN MEM FND-SCHWAB	5,825.11	9,699.36

HOLMES MEMORIAL FUND

10696	DOMINI SOC EQUITY - HOLMES	<677.63>	13,272.71
10699	SCHWAB 1 - HOLMES	18,928.83	54.90
	TOTAL HOLMES FUND-SCHWAB	18,251.20	13,327.61

TOTAL BY ACCOUNT

248,188.21 284,223.18

BREAKDOWN BY INVESTMENT

Citizen's Index	4,373.09	4,625.79
Neuberger Berman	12,630.50	12,617.36
Women's Equity	28,294.52	28,655.24
Domini Social Equity	16,121.54	108,599.59
Calvert Balanced Fund	13,055.44	12,917.67
Calvert Bond	63,460.41	66,772.32
Schwab One	109,051.78	50,028.18
Uninvested	1,200.93	7.03

TOTAL BY INVESTMENT

248,188.21 284,223.18

Unaudited

RESIST, Inc.
Income Statement
For the Six Months Ending June 30, 2003

Printed On: July 21, 2003
Ratio: Total Revenue

		***** THIS YEAR *****		**BUDGET**	***** LAST YEAR *****	
		Current Month	Y-T-D	Budget	Current Month	Y-T-D
REVENUE						
Revenue - Internal Mailings						
30400	CONTRIBUTIONS- PLEDGES	8,625.50	64,226.75	73,249.98	8,174.00	60,005.00
30500	CONTRIBUTIONS- NEWSLETTER	2,216.00	26,169.11	33,499.98	5,129.00	48,883.60
30600	CONTRIBUTIONS-ABC MAILING	2,710.00	61,025.25	64,500.00	920.00	49,371.78
	Total Internal Mailings	13,551.50	151,421.11	171,249.96	14,223.00	158,260.38
Other Revenue						
31400	CONTRIBUTIONS-PROSPECTING	385.00	20,951.00	23,749.98	7,695.00	12,838.00
	OTHER CONTRIBUTIONS	10.00	86,152.97	122,500.02	4,135.64	69,536.97
	LIST SALES	0.00	0.00	150.00	0.00	186.69
36001	T-SHIRT SALES	14.00	748.00	1,399.98	128.00	2,054.00
37000	ROYALTIES	0.00	0.00	12.48	0.00	0.00
37500	FISCAL SPONSORSHIP FEE	17.00	102.00	87.48	0.00	52.50
	INTEREST & DIVIDENDS	15.20	79.50	<8,750.04>	<84.03>	221.86
	UNREALIZED GAIN/LOSS	2,103.57	17,988.18	0.00	<10,140.04>	<15,301.91>
39050	MISCELLANEOUS INCOME	2.00	350.70	175.02	2.00	<347.12>
	Total Other Revenue	2,546.77	126,372.35	139,324.92	1,736.57	69,240.99
	TOTAL REVENUE	16,098.27	277,793.46	310,574.88	15,959.57	227,501.37
COST OF SALES						
	Total Cost of Sales	0.00	0.00	0.00	0.00	0.00
	Gross Profit	16,098.27	277,793.46	310,574.88	15,959.57	227,501.37
EXPENSES						
Internal Mailing Costs						
	PLEDGE COSTS	412.51	2,644.20	4,200.00	539.89	2,998.51
	NEWSLETTER COSTS	1,152.00	20,047.19	21,899.94	5,797.71	23,222.49
	NATIONAL LIST COSTS	0.00	0.00	0.00	0.00	0.00
	ABC MAILING COSTS	720.00	2,746.10	6,100.02	0.34	2,052.53
	ZO COSTS	0.00	0.00	0.00	0.00	0.00
	Total Internal Mailing Costs	2,284.51	25,437.49	32,199.96	6,337.94	28,273.53
	PROSPECTING MAILING COSTS	0.00	18,299.50	24,000.06	107.81	14,077.64
	Total Mailing Costs	2,284.51	43,736.99	56,200.02	6,445.75	42,351.17
	Net Revenue After Mailing Costs	13,813.76	234,056.47	254,374.86	9,513.82	185,150.20
Program, General & Administrative Expenses						
	FISCAL SPONSOR GRANTS	47.50	0.00	1,999.98	0.00	0.00
	RESIST GRANTS PAID OUT	50,500.00	155,100.00	150,000.00	63,500.00	171,400.00
	OTHER FUNDRAISING COSTS	136.00	535.62	909.96	100.42	416.50
	PERSONNEL	17,105.69	87,696.86	89,071.56	11,177.66	79,560.43
	OCCUPANCY	2,874.00	18,201.89	18,247.50	2,767.25	18,716.55
	OFFICE EXPENSES	1,565.95	5,577.76	5,662.56	1,732.30	8,725.51
	GRANT PROGRAM	0.00	232.71	512.52	97.37	219.71
	POSTAGE	613.65	2,737.70	1,849.98	792.60	1,726.92
54000	TRAVEL	723.50	876.86	25.02	0.00	6.50
54200	STAFF DEVELOPMENT	0.00	0.00	1,000.02	0.00	1,050.00
54500	CONFERENCES/MEETINGS	13.25	284.02	199.98	58.00	180.49
	ADVERTISING & OUTREACH	125.00	1,694.50	4,000.02	0.00	2,835.00
55500	REPAIRS AND MAINTENANCE	0.00	0.00	150.00	0.00	0.00
	PROFESSIONAL FEES	450.00	8,625.00	4,749.96	184.00	7,308.00
57000	INSURANCE- OFFICE	0.00	1,729.52	1,099.98	0.00	1,402.00
	BOARD EXPENSES	168.53	2,049.29	3,199.98	612.52	4,289.03
	OTHER EXPENSES	0.00	1,918.41	3,900.00	275.00	1,279.06
	Total Program, G & A Expenses	74,323.07	287,260.14	286,579.02	81,297.12	299,115.70

Unaudited

RESIST, Inc.
Income Statement
For the Six Months Ending June 30, 2003

Printed On: July 21, 2003
Ratio: Total Revenue

	***** THIS YEAR *****			**BUDGET**	***** LAST YEAR *****	
	Current Month	Y-T-D	Ratio	Budget	Current Month	Y-T-D
Other Income & Expenses						
81000 RENTAL INCOME	0.00	<5,612.50>	<2.01>	<6,768.78>	<1,100.00>	<6,200.00>
81100 OCCUPANCY INCOME	0.00	<237.85>	<0.09>	<531.24>	<32.02>	<436.42>
Total Other Income/Expense	0.00	<5,850.35>	<2.10>	<7,300.02>	<1,132.02>	<6,636.42>
Total Expenses	74,323.07	281,409.79	101.00	279,279.00	80,165.10	292,479.28
NET INCOME (LOSS)	<60,509.31>	<47,353.32>	<17.00>	<24,904.14>	<70,651.28>	<107,329.08>

Unaudited

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July 2003

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Grant Committee
July 2003

1. Weeding

There are twenty-six grants to consider removing from this cycle. Please let us know by **Monday, July 7th** if there are any that you would like to discuss further. We can then determine if we need to meet in person or by phone soon thereafter.

2. Future Discussions

- Translation of the application into Spanish and communication with applicants

- Networking/Technical Assistance: to examine new ways to enable grantees to access organizational skill building and networking opportunities by providing support to attend regional conferences (i.e. Western States Center, Highlander, Midwest Academy).

The next steps include:

- 1) Research into the following questions about existing networking opportunities: What good progressive conferences currently happen on a regular basis? How much money do they cost to attend? What would the total cost to the grantee be? (In process by a summer intern).
- 2) Deciding organizationally how to allocate available funds between grantees.
- 3) Developing a short application form for existing grantees to use to apply for these funds.
- 4) Developing a system of informing grantees of these opportunities (suggestions include a regionally specific flier to include in the grant packet and mass e-mails).

Board Development Committee Minutes
July 24, 2003

Present: Ty dePass, Marc Miller, Carol Schachet

1. Mentors

Overall, the mentorship seems to be going well. Marc has had some contact with Cynthia; more follow-up will be forthcoming now that the grant packets have been sent. Robin met with Kendra earlier this week. And Ty will e-mail Pam to check in concerning her mentoring with Regina.

2. Outreach

Carol redrafted the candidate grid (attached), but otherwise has not followed-up with candidates who were sent packets. Other names/groups were discussed to be contacted for recommendations, including:

- * Jobs with Justice (Chuck Connors) Marc will call Tess and ask about them
- * Farm Aids (Caroline Mugar) Marc suggests we bring it up at the Board meeting
- * Grassroots International (Nisrin) Carol will contact

Committee would like to take a few minutes at the next Board meeting to brainstorm other possible candidates and groups for outreach. Have intern send out packets to candidates and colleagues (the same list as the hiring committee used) using the letter Marc drafted a while back (attached).

3. Code of Ethics

Ty and Carol gathered some examples. Suggested that we stick a copy in future Board orientation packets, but don't see a need to pursue a formal Code of Ethics on the Board. Rather, it would be important to identify the legal and ethical responsibilities of a Board member at a future training.

4. Board of Advisors

Have an intern do a research project of non-profits with active Boards of Advisors and write up a short report on how they are used. Possible groups to survey include: Haymarket, Jobs for the Future, Women's Educational and Industrial Union, Third Sector New England/NonProfit Quarterly, PeaceWorks/AFSC, Dollars & Sense, Independent Media Association, Youth Empowerment Project.

5. Next Meeting

Becca will join this committee, and Ty is leaving after many years of good work. Carol will contact Becca to see what time she might have available in September, then arrange a meeting with Marc.

**August 2003
Grant Committee
Screening List**

1. ACORN- Kansas City **\$3,000**
3931 Main St., 2nd Floor, Kansas City, MO 64111 Andrew Ginsberg 816/931-6611
Funding for the Neighborhood Organizing Project, which seeks to form five new neighborhood chapters in an effort to expand board membership.

Decision: Leave In No Undecided
Comments:

2. Alliance for Mental Health Consumers Rights **\$3,000**
4119 Medical Drive #D 301, San Antonio, TX 78229 Frank Valdez 210/615-0820
Funding for organization that advocates for the rights of mental health consumers.

Decision: Leave In No Undecided
Comments:

3. American Friends Service Committee- MI **\$3,000**
1414 Hill Street, Ann Arbor, MI 48104 Penny Ryder 734/761-8283
Funding for a brochure on written grievance procedures to be used in Michigan prisons.

Decision: Leave In No Undecided
Comments:

4. Autonomous Media Center **\$2,000**
249 East Kelso Street, Tucson, AZ 85705 Sonya Diehn 520/628-8720
Funding for a gathering to be held in November that will offer independent media workshops and extend the group's cross-border organizing efforts.

Decision: Leave In No Undecided
Comments:

5. Beehive Design Collective **\$3,000**
3 Elm Street, Machias, ME 04654 Kehben Grier 207/255-6737
Funding for the printing of anti-globalization educational graphics that will be distributed to solidarity groups in Honduras, Mexico, Nicaragua, and elsewhere.

Decision: Leave In No Undecided
Comments:

6. Cascadia Summer**\$3,000**

P.O. Box 11122, Eugene, OR 97440 Meera Subramanian 541/684-8977

Funding for a coalition-based short-term campaign that seeks to focus attention in the Northwest US on the environmental decimation of the Cascadia Forest region.

Decision: Leave In No Undecided

Comments:

7. Center for Immigrant Resources and Community Arts**\$3,000**

800 South Wells, #1449, Chicago, IL 60607 Angela Mascarenas 312/588-1108

Funding for the Youth Empowerment Project, which uses dramatic workshops and discussions to explore issues in the Filipino American community.

Decision: Leave In No Undecided

Comments:

8. Congregational Action to Lift with Love**\$3,000**

1611 Peach Street #450, Erie, PA 16501 Pete da Silva 814/456-6189

Funding for organization which seeks to connect economic and racial inequalities in the Erie region.

Decision: Leave In No Undecided

Comments:

9. Kensington Welfare Rights Union**\$3,000**

P.O. Box 50678, Philadelphia, PA 19132 Sara Forgione 215/203-1945

Funding for organization that organizes welfare recipients, homeless families, and the working poor toward a movement to end poverty.

Decision: Leave In No Undecided

Comments:

10. Lesbian and Gay Chorus of Washington, D.C.**\$1,500**

P.O. Box 65285, Washington, DC 20035 Jill Strachan 202/546-1549

Funding for complimentary ticket program for people living with HIV/AIDS and cancer, lgbt youth, and others without access to the Chorus.

Decision: Leave In No Undecided

Comments:

11. Mountain Pride Media**\$3,000**

P.O. Box 1078, 39 Bridge Street, Richmond, VT 05477 Roland Palmer 802/434-6486

Funding for the Non-Profit Media Access Project, whereby ad space is underwritten for local non-profits in Out in the Mountains newspaper.

Decision: Leave In No Undecided

Comments:

12. Myth Media**\$3,000**

814 Southeast 30th, Portland, OR 97214 Peter Bauer 503/236-2869

Funding for monthly showing of local, independent video and film.

Decision: Leave In No Undecided

Comments:

13. North Carolina Anti-Racist Organizers' Gathering**\$3,000**

1500 A James, Durham, NC 27707 Bree Carlson 510/967-1435

Funding for statewide conference organized to strengthen already-existing anti-racism projects throughout North Carolina.

Decision: Leave In No Undecided

Comments:

14. North Carolina Committee to Defend Health Care**\$2,500**1815 MLK Parkway #2, Suite #2, PMB #142, Durham, NC 27707 Dennis Lazof
919/402-0133

Funding for stipend for summer intern who will help network the 68 groups that have signed the organization's "Right to Health Care" bill.

Decision: Leave In No Undecided

Comments:

15. Northeast Ohio Aid**\$3,000**

P.O. Box 27376, Cleveland, OH 44127 Deb 216/741-8541

Funding for the purchase of a video camera that will be used to document police actions at rallies and other actions.

Decision: Leave In No Undecided

Comments:

16. Pandora's Box Productions**\$3,000**

1546 Great Highway #44, San Francisco, CA 94122 Sheila Ganz 415/564-3691

Funding for screenings of the documentary "Unlocking the Heart of Adoption," which seeks to organize for legislation giving adoptees unconditional access to their original birth certificates.

Decision: Leave In No Undecided

Comments:

17. Pathways to Peace**\$3,000**

P.O. Box 1057, Larkspur, CA 94977 Pascale Macleod 415/461-0500

Funding for salary of staff of the group's United Nations Steering Committee, which seeks to call attention to the International Day of Peace.

Decision: Leave In No Undecided

Comments:

18. Pax Educare: The Connecticut Center for Peace Education**\$3,000**

155 Wyllys Street, Hartford, CT 06106 Mary Lee Morrison 860/930-3182

Funding for newly formed peace organization which seeks to connect youth with community leaders for nonviolence, human rights, and cultural trainings.

Decision: Leave In No Undecided

Comments:

19. Peace Economy Project**\$3,000**

438 N. Skinker Blvd, St. Louis, MO 63130 Catherine Marquis-Homeyer 314/726-6406

Funding for two regional conferences focusing on weapons in space and foreign arms trade, with the goal of organizing Mid-Westerners on these issues.

Decision: Leave In No Undecided

Comments:

20. Progressive Options**\$3,000**715 Southwest Hubert Street, Suite D, Newport, OR 97365 Rhonda Walker
541/574-0384

Funding for a survey of local homeless that will determine the scope and needs of this population, which is growing due to rising levels of unemployment and poverty.

Decision: Leave In No Undecided

Comments:

21. Project 100/The Hartford Community Center**\$3,000**

1841 Broad Street, Hartford, CT 061144 Regina Dyton 860/724-5542

Funding for the "FACE-OFF" project, which seeks to organize lgbtq students to change the discriminatory practices of administrators on the Hartford Board of Education.

Decision: Leave In No Undecided

Comments:

22. Students United for a Responsible Global Environment**\$3,000**

P.O. Box 1188, Chapel Hill, NC 27514 Dennis Markatos 919/843-6548

Funding for a conference in October, which will organize students and older activists on peace and environmental issues.

Decision: Leave In No Undecided

Comments:

23. Sweetwater Alliance**\$3,000**

P.O. Box 3100, Duluth, MN 55803 Jill Jacoby 218/724-9786

Funding for the Duluth Bayfront Living Water Garden, which will call attention to the connections between water quality and urban development.

Decision: Leave In No Undecided

Comments:

24. Tallahassee Equality Action Ministry**\$2,500**

P.O. Box 2433, Tallahassee, FL 32315 Tyrone Scorsone 850/224-2100

Funding for group which seeks to empower low income Tallahassans to lead the economic justice movement.

Decision: Leave In No Undecided

Comments:

25. Vermont Genetic Engineering Action Network (VT-GEAN)**\$3,000**

38 State Street, Montpelier, VT 05602 Bayard Littlefield 802/223-0770

Funding for group that educates the public and trains local groups on genetically engineered seeds, with the ultimate goal of making Vermont a "GE free zone."

Decision: Leave In No Undecided

Comments:

26. Virginians for Alternatives to the Death Penalty**\$3,000**

PO Box 4804, Charlottesville, VA 22905 Jack Payden-Travers 434/960-7779

Funding for an issue of the group's newsletter that will focus on the juvenile death penalty, including a removable resource page.

Decision: Leave In No Undecided

Comments: